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**NATIONAL CENTER FOR EDUCATION STATISTICS**

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**E.D. Tabs**

**January 2001**

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**Salaries and Tenure of Full-Time  
Instructional Faculty on 9- and  
10-Month Contracts 1998-1999**

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Rosa M. Fernandez,  
Project Officer  
National Center for Education Statistics

**U.S. Department of Education**

Rod Paige  
Secretary

**National Center for Education Statistics**

Gary W. Phillips  
Acting Commissioner

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**Content Contact:**

Rosa M. Fernandez  
(202) 502-7337

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The author of this report is indebted to all individuals who completed the survey forms and thus provided information that made this report possible.



# Summary

## Introduction

This report presents tabulations for academic year 1998-99 of the number, tenure, and average salaries of full-time instructional faculty on 9- and 10-month contracts. These data are from the “Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty Survey,” a component of the Integrated Postsecondary Education Data System (IPEDS) of the U.S. Department of Education’s National Center for Education Statistics (NCES).

Data in this report present faculty salaries for the 1998-99 academic year in all degree-granting postsecondary institutions eligible to participate in Title IV financial aid programs. NCES subdivides the postsecondary institutional universe into schools that are eligible to receive Title IV federal financial assistance and those that are not. Lists of Title IV postsecondary institutions are maintained by the U.S. Department of Education’s Office of Postsecondary Education, through the Postsecondary Education Participation System (PEPS) file.

## Tenure of Faculty in Title IV Degree-Granting Institutions

In 1998-99, degree-granting institutions (those offering programs resulting in associate’s or higher degrees) reported that 60 percent of the total full-time instructional faculty on 9- and 10-month contracts were tenured (232,736 out of 390,276) (tables 1 and 3). When the data are examined by gender, 67 percent of men and 48 percent of women were tenured. The percent who were tenured also varied by state: Arkansas reported that 43 percent of its 3,663 faculty were tenured, while California reported that 72 percent of its 37,920 faculty were tenured. California also reported the largest number of faculty (table 6).

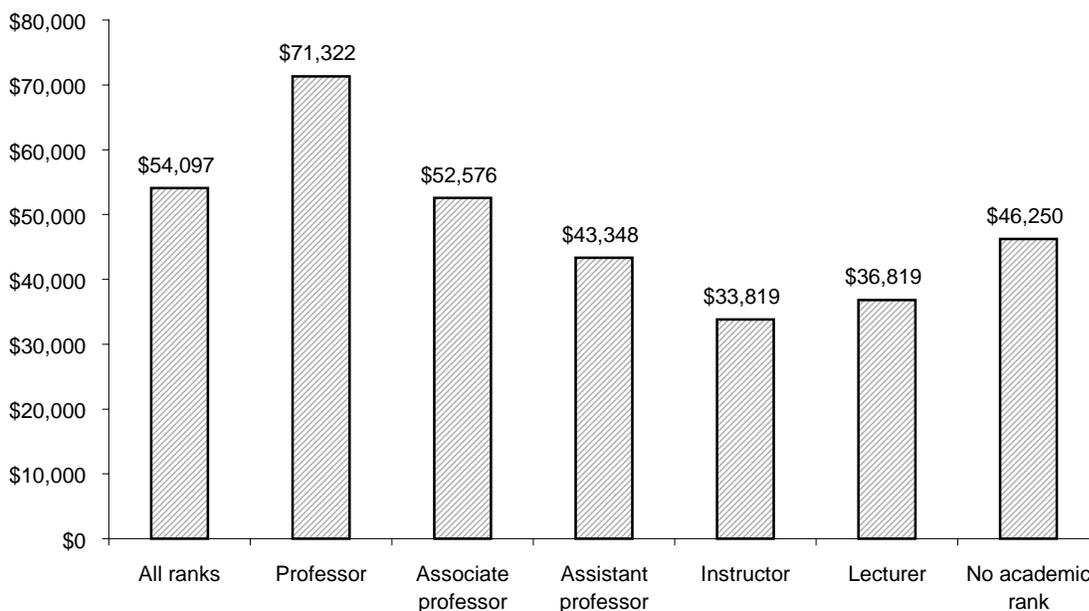
## Average Salaries of Faculty in Title IV Degree-Granting Institutions

In 1998-99, the 3,921 postsecondary degree-granting institutions reported 390,276 full-time instructional faculty on 9- and 10-month contracts and average salaries of \$54,097 for all ranks combined. Average salaries varied by academic rank and ranged from \$71,322 for professors to \$33,819 for instructors (figure A) (tables 1 and 2).

## Salaries by Gender of Faculty

At degree-granting institutions male faculty earned an average of about \$10,600 more than female faculty, all ranks combined. This disparity is greater than any difference within a rank because relatively few women are reported with a rank of assistant professor or higher. Within faculty ranks, the differential between men’s and women’s salaries was highest among professors and declined with decreasing rank to the level of instructor. Among professors, men’s salaries averaged about \$9,000 more than women’s salaries; among associate professors, the difference in average salaries was about \$3,500; among assistant professors, it was about \$2,800; and among instructors it was less than \$1,600 (tables 16 and 17).

**Figure A. Average salaries of full-time instructional faculty on 9- and 10-month contracts in Title IV degree-granting institutions, by academic rank, 50 States and the District of Columbia: Academic year 1998-99**



SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, “Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty Survey” (IPEDS-SA: 1998-99).

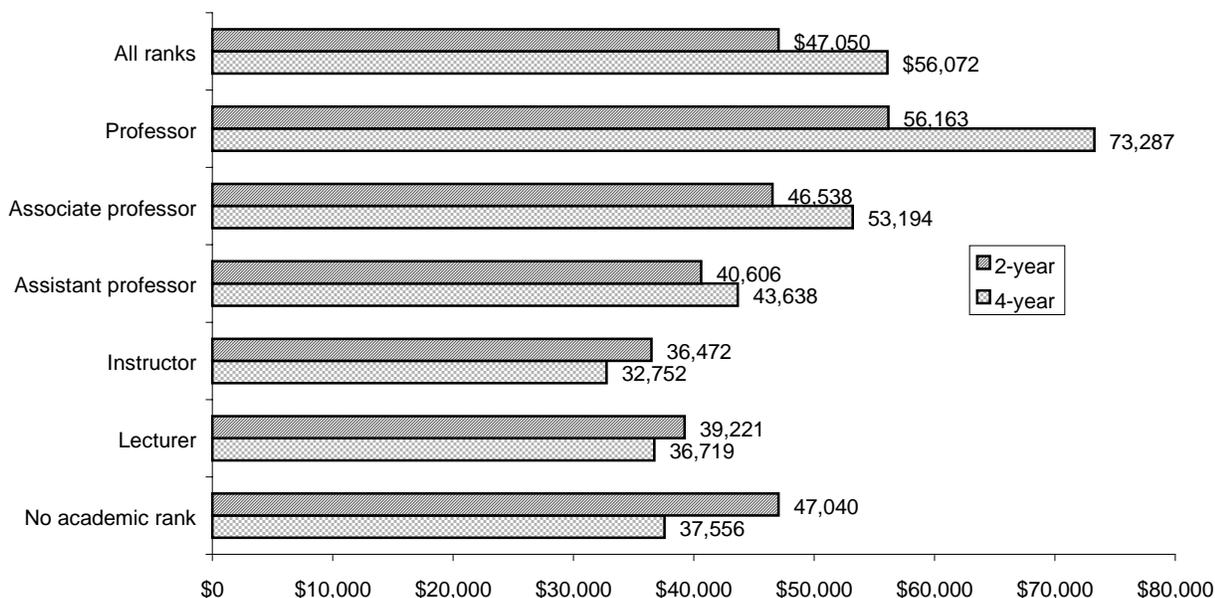
**Salaries by Level and Control of Institution**

Faculty in 4-year degree-granting institutions had noticeably higher salaries than those in 2-year degree-granting institutions. On average, faculty in 4-year schools earned over \$9,000 more per year than those in 2-year institutions. Those faculty in the academic ranks of professor, associate professor, and assistant professor had higher average salaries in 4-year institutions than in 2-year institutions; while those faculty in the ranks of instructor and lecturer, as well as those with no academic rank, had higher average salaries in 2-year than in 4-year institutions (figure B) (tables 10 and 13).<sup>1</sup>

For all ranks combined, average salaries in 2-year public institutions were \$10,300 higher than those in 2-year private not-for-profit institutions. When examined by academic rank, the difference was about \$20,300 for professors, about \$12,200 for associate professors, and about \$9,300 for assistant professors (table 2).

<sup>1</sup> Graduate student teaching assistant and adjunct faculty are not reported in the categories of instructor, lecturers or no academic rank. However, they are reported in the IPEDS “Fall Staff Survey.”

**Figure B. Average salaries of full-time instructional faculty on 9- and 10-month contracts in Title IV degree-granting institutions, by academic rank, and level of institution, 50 States and the District of Columbia: Academic year 1998-99**

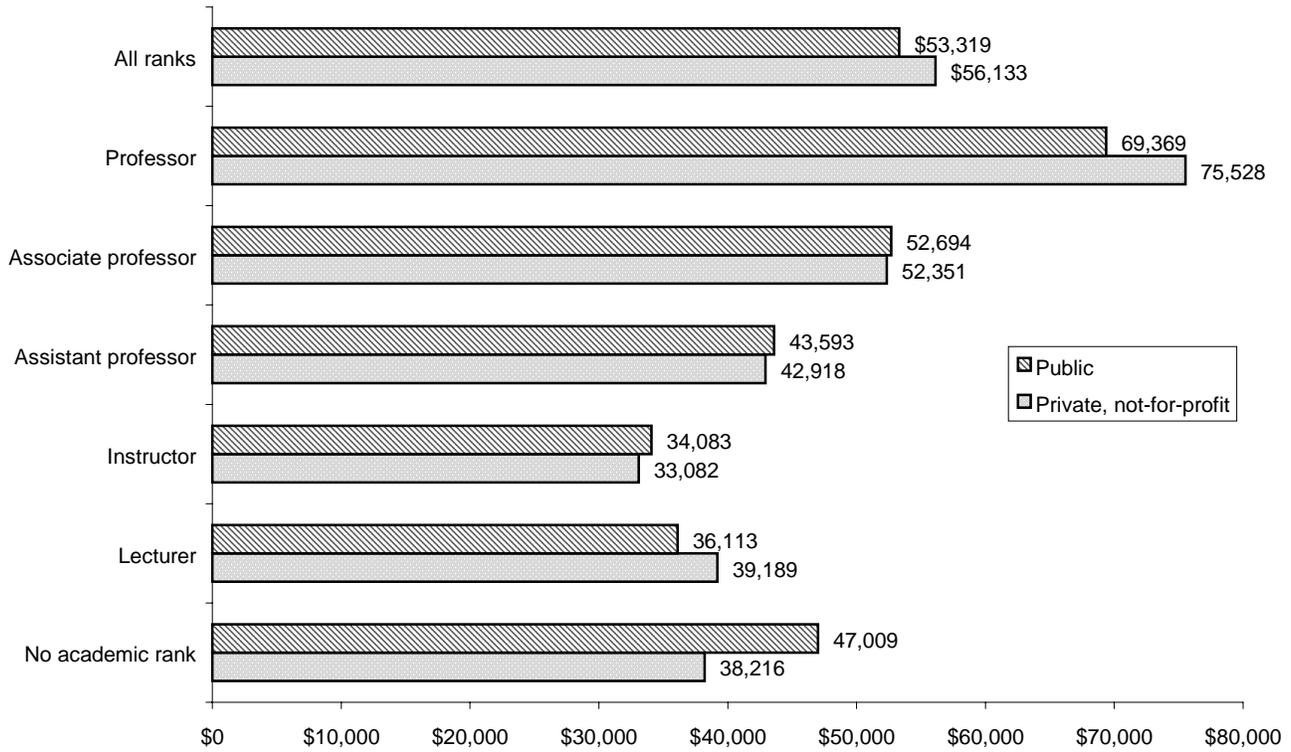


Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty Survey" (IPEDS-SA: 1998-99).

The states with the highest salaries for full-time instructional faculty on 9- and 10-month contracts in public institutions were California, Connecticut, Delaware and New Jersey with average salaries of over \$60,000 per year. In contrast, the salaries of full-time instructional faculty on 9- and 10-month contracts in public institutions were lowest in North and South Dakota, with averages at or under \$40,000 per year (table 8).

Average salaries for all faculty ranks combined were higher in private not-for-profit degree-granting institutions than in public degree-granting institutions. (\$56,133 and \$53,319 respectively) (figure C). Salaries in public 4-year institutions for all ranks combined were lower (\$55,948) than in private not-for-profit 4-year institutions (\$56,371). Average salaries for professors, instructors, and lecturers were lower in public 4-year institutions than in 4-year private not-for-profit institutions (figure D).

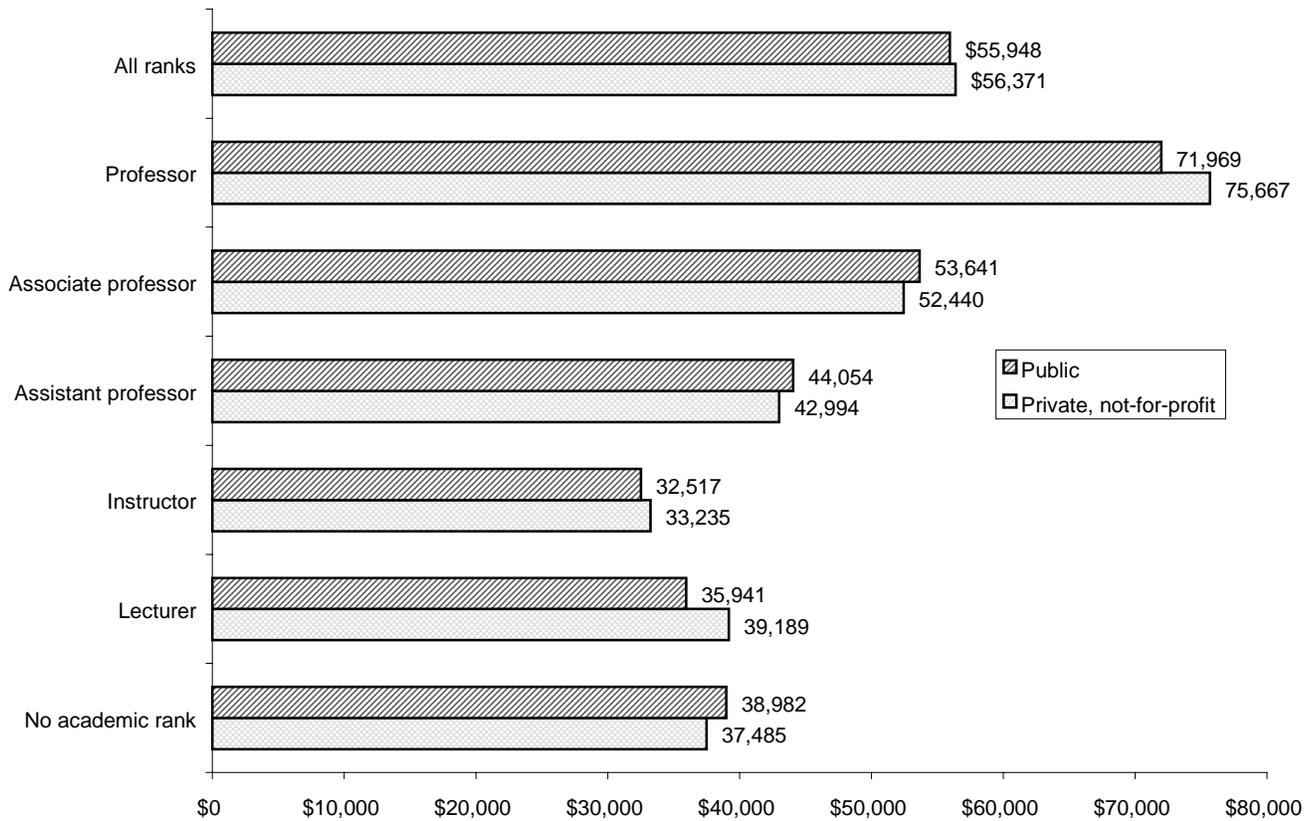
**Figure C. Average salaries of full-time instructional faculty on 9- and 10-month contracts in Title IV degree-granting institutions, by academic rank and control, 50 States and the District of Columbia: Academic year 1998-99**



Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty Survey" (IPEDS-SA: 1998-99).

Among the states, average salaries for full-time instructional faculty in public 4-year degree granting institutions were higher in California and New Jersey than in any other state. Louisiana, North Dakota and South Dakota were the only states where full-time instructional faculty in public 4-year institutions earned an average salary of less than \$45,000 (table 11).

**Figure D. Average salaries of full-time instructional faculty on 9- and 10-month contracts in 4-year Title IV degree-granting institutions, by academic rank and control, 50 States and the District of Columbia: Academic year 1998-99**



Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty Survey" (IPEDS-SA: 1998-99).

## **COMPENDIUM OF TABLES**

Table 1.--The number of full-time instructional faculty on 9- and 10-month contracts in Title IV degree-granting institutions, by academic rank, control and level: Academic year 1998-99

Control and level	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
Total.....	390,276	122,586	96,164	88,133	21,645	10,035	51,713
4-year.....	304,836	108,523	87,229	79,704	15,439	9,635	4,306
2-year.....	85,440	14,063	8,935	8,429	6,206	400	47,407
Public.....	276,291	83,601	63,785	57,162	16,245	7,643	47,855
4-year.....	192,458	69,675	55,011	48,944	10,183	7,243	1,402
2-year.....	83,833	13,926	8,774	8,218	6,062	400	46,453
Private not-for profit.....	113,354	38,956	32,354	30,928	5,370	2,384	3,362
4-year.....	111,970	38,819	32,193	30,723	5,239	2,384	2,612
2-year.....	1,384	137	161	205	131	0	750
Private for-profit.....	631	29	25	43	30	8	496
4-year.....	408	29	25	37	17	8	292
2-year.....	223	0	0	6	13	0	204

SOURCE: U.S. Department of Education, National Center for Education Statistics, 1998-99 Integrated Postsecondary Education Data System, "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty Survey" (IPEDS-SA: 1998-99).

Table 2.--Average salaries of full-time instructional faculty on 9- and 10-month contracts in Title IV degree-granting institutions, by academic rank, and control and level of institution: Academic year 1998-99

Control and level	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
Total.....	\$ 54,097	\$ 71,322	\$ 52,576	\$ 43,348	\$ 33,819	\$ 36,819	\$ 46,250
4-year.....	56,072	73,287	53,194	43,638	32,752	36,719	37,556
2-year.....	47,050	56,163	46,538	40,606	36,472	39,221	47,040
Public.....	53,319	69,369	52,694	43,593	34,083	36,113	47,009
4-year.....	55,948	71,969	53,641	44,054	32,517	35,941	38,982
2-year.....	47,285	56,361	46,757	40,846	36,715	39,221	47,251
Private not-for-profit.....	56,133	75,528	52,351	42,918	33,082	39,189	38,216
4-year.....	56,371	75,667	52,440	42,994	33,235	39,189	37,485
2-year.....	36,902	36,088	34,571	31,503	26,969	*	40,762
Private for-profit.....	28,665	51,964	40,577	27,835	22,354	*	27,543
4-year.....	32,361	51,964	40,577	28,814	25,114	*	31,340
2-year.....	21,903	*	*	21,798	18,746	*	22,108

\*Number of faculty reported in this category were too small to yield reliable results.

SOURCE: U.S. Department of Education, National Center for Education Statistics, 1998-99 Integrated Postsecondary Education Data System, "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty Survey" (IPEDS-SA: 1998-99).

Table 3.--The number of tenured full-time instructional faculty on 9- and 10-month contracts in Title IV degree-granting institutions, by academic rank, and control and level of institution: Academic year 1998-99

Control and level	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
Total.....	232,736	115,101	79,281	13,682	1,629	186	22,857
4-year.....	187,620	103,675	72,801	9,879	533	125	607
2-year.....	45,116	11,426	6,480	3,803	1,096	61	22,250
Public.....	169,684	79,850	55,546	10,562	1,544	162	22,020
4-year.....	125,075	68,479	49,113	6,773	451	101	158
2-year	44,609	11,371	6,433	3,789	1,093	61	21,862
Private not-for-profit.....	62,995	35,238	23,735	3,120	85	24	793
4-year.....	62,532	35,183	23,688	3,106	82	24	449
2-year.....	463	55	47	14	3	0	344
Private for-profit.....	57	13	0	0	0	0	44
4-year.....	13	13	0	0	0	0	0
2-year.....	44	0	0	0	0	0	44

SOURCE: U.S. Department of Education, National Center for Education Statistics, 1998-99 Integrated Postsecondary Education Data System, "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty Survey" (IPEDS-SA: 1998-99).

Table 4.--Number of full-time instructional faculty on 9- and 10-month contracts in Title IV degree-granting institutions, by academic rank and state: Academic year 1998-99

State	All Ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
50 States and D.C. ....	390,276	122,586	96,164	88,133	21,645	10,035	51,713
Alabama .....	6,060	1,261	1,382	1,363	542	56	1,456
Alaska .....	703	187	226	232	33	14	11
Arizona .....	5,583	1,374	1,121	773	220	262	1,833
Arkansas .....	3,663	771	744	854	452	34	808
California .....	37,920	14,854	5,614	4,966	949	818	10,719
Colorado .....	5,838	2,179	1,488	1,156	294	118	603
Connecticut .....	5,404	2,173	1,395	1,457	228	118	33
Delaware .....	1,304	357	404	257	72	13	201
District of Columbia .....	3,207	1,224	992	736	154	70	31
Florida .....	12,455	4,060	3,171	2,651	1,280	179	1,114
Georgia .....	9,183	2,232	2,720	3,287	683	131	130
Hawaii .....	1,702	575	453	429	245	-	-
Idaho .....	2,061	521	427	374	132	11	596
Illinois .....	18,308	4,805	3,908	3,692	775	306	4,822
Indiana .....	9,737	2,950	2,762	2,515	484	324	702
Iowa .....	5,421	1,584	1,438	1,282	326	12	779
Kansas .....	4,965	1,266	1,205	1,060	229	55	1,150
Kentucky .....	5,622	1,637	1,841	1,555	422	159	8
Louisiana .....	6,570	1,747	1,671	1,951	1,168	31	2
Maine .....	1,961	485	641	465	39	87	244
Maryland .....	6,719	2,386	1,836	1,661	328	336	172
Massachusetts .....	15,148	6,698	3,966	3,194	464	494	332
Michigan .....	12,787	4,087	3,051	2,675	345	529	2,100
Minnesota .....	8,347	2,258	1,738	1,583	330	13	2,425
Mississippi .....	4,561	733	671	904	386	74	1,793
Missouri .....	7,873	2,283	2,129	2,155	454	81	771
Montana .....	1,570	454	383	351	121	8	253
Nebraska .....	3,044	768	781	772	134	136	453
Nevada .....	1,556	567	300	294	311	76	8
New Hampshire .....	2,064	836	678	477	56	2	15
New Jersey .....	8,708	3,114	2,376	2,479	507	175	57
New Mexico .....	2,453	659	637	595	167	93	302
New York .....	31,238	11,644	8,574	7,613	1,341	1,248	818
North Carolina .....	10,752	3,002	2,689	2,461	273	484	1,843
North Dakota .....	1,440	259	452	493	145	67	24
Ohio .....	15,616	4,985	4,978	4,337	898	88	330
Oklahoma .....	4,833	1,265	1,064	1,316	572	53	563
Oregon .....	4,881	1,095	956	865	250	23	1,692
Pennsylvania .....	20,597	6,865	6,097	5,849	1,279	310	197
Rhode Island .....	2,554	1,145	737	543	72	57	-
South Carolina .....	6,119	1,484	1,376	1,202	377	93	1,587
South Dakota .....	1,434	302	337	386	151	-	258
Tennessee .....	7,898	2,469	2,441	2,135	767	64	22
Texas .....	23,671	6,428	5,087	4,865	1,507	1,736	4,048
Utah .....	3,778	1,202	1,098	979	233	86	180
Vermont .....	1,447	502	389	326	67	65	98
Virginia .....	10,123	3,239	3,232	2,717	706	168	61
Washington .....	7,889	1,890	1,368	1,299	310	224	2,798
West Virginia .....	2,604	832	782	757	191	38	4
Wisconsin .....	9,882	2,686	2,167	1,627	104	346	2,952
Wyoming .....	1,023	207	191	168	72	70	315

--Data not applicable

SOURCE: U.S. Department of Education, National Center for Education Statistics, 1998-99 Integrated Postsecondary Education Data System, "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty Survey" (IPEDS-SA: 1998-99).

Table 5.--The number of full-time instructional faculty on 9- and 10-month contracts in Title IV degree-granting institutions, by tenure status, gender and control and level of institution: Academic year 1998-99

Control and level	Men with tenure	Total men	Women with tenure	Total women	Faculty with tenure	Total faculty	Percent faculty with tenure
Total.....	163,560	245,169	69,176	145,107	232,736	390,276	59.6
4-year.....	138,524	200,631	49,096	104,205	187,620	304,836	61.5
2-year.....	25,036	44,538	20,080	40,902	45,116	85,440	52.8
Public.....	117,501	171,346	52,183	104,945	169,684	276,291	61.4
4-year.....	92,819	127,621	32,256	64,837	125,075	192,458	65.0
2-year.....	24,682	43,725	19,927	40,108	44,609	83,833	53.2
Private not-for-profit.....	46,030	73,484	16,965	39,870	62,995	113,354	55.6
4-year.....	45,696	72,740	16,836	39,230	62,532	111,970	55.8
2-year.....	334	744	129	640	463	1,384	33.5
Private for-profit.....	29	339	28	292	57	631	9.0
4-year.....	9	270	4	138	13	408	3.2
2-year.....	20	69	24	154	44	223	19.7

Source: U.S. Department of Education, National Center for Education Statistics, 1998-99 Integrated Postsecondary Education Data Systems, "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty Survey" (IPEDS-SA: 1998-99).

Table 6.--Total number of full-time instructional faculty on 9- and 10-month contracts in Title IV degree-granting institutions, by tenure status, state and gender: Academic year 1998-99

State	Men with tenure	Total men	Women with tenure	Total women	Faculty with tenure	Total faculty	Percent faculty with tenure
50 States and D.C. ....	163,560	245,169	69,176	145,107	232,736	390,276	59.6
Alabama .....	2,510	3,678	1,255	2,382	3,765	6,060	62.1
Alaska .....	266	426	136	277	402	703	57.2
Arizona .....	2,153	3,422	946	2,161	3,099	5,583	55.5
Arkansas .....	1,161	2,153	427	1,510	1,588	3,663	43.4
California .....	18,324	23,941	9,066	13,979	27,390	37,920	72.2
Colorado .....	2,582	3,820	964	2,018	3,546	5,838	60.7
Connecticut .....	2,428	3,508	982	1,896	3,410	5,404	63.1
Delaware .....	510	782	196	522	706	1,304	54.1
District of Columbia .....	1,386	2,029	609	1,178	1,995	3,207	62.2
Florida .....	5,351	7,790	2,676	4,665	8,027	12,455	64.4
Georgia .....	3,308	5,498	1,502	3,685	4,810	9,183	52.4
Hawaii .....	819	1,079	392	623	1,211	1,702	71.2
Idaho .....	974	1,442	297	619	1,271	2,061	61.7
Illinois .....	8,329	11,562	3,764	6,746	12,093	18,308	66.1
Indiana .....	4,074	6,322	1,367	3,415	5,441	9,737	55.9
Iowa .....	2,176	3,414	856	2,007	3,032	5,421	55.9
Kansas .....	2,023	3,149	896	1,816	2,919	4,965	58.8
Kentucky .....	2,281	3,372	1,115	2,250	3,396	5,622	60.4
Louisiana .....	2,503	3,892	1,133	2,678	3,636	6,570	55.3
Maine .....	804	1,238	336	723	1,140	1,961	58.1
Maryland .....	2,626	4,020	1,143	2,699	3,769	6,719	56.1
Massachusetts .....	6,629	9,587	2,880	5,561	9,509	15,148	62.8
Michigan .....	5,672	8,324	2,190	4,463	7,862	12,787	61.5
Minnesota .....	2,798	5,167	1,162	3,180	3,960	8,347	47.4
Mississippi .....	944	2,390	376	2,171	1,320	4,561	28.9
Missouri .....	3,084	4,974	1,145	2,899	4,229	7,873	53.7
Montana .....	642	1,052	213	518	855	1,570	54.5
Nebraska .....	1,275	1,949	440	1,095	1,715	3,044	56.3
Nevada .....	639	1,020	229	536	868	1,556	55.8
New Hampshire .....	789	1,292	316	772	1,105	2,064	53.5
New Jersey .....	4,027	5,413	1,958	3,295	5,985	8,708	68.7
New Mexico .....	897	1,490	396	963	1,293	2,453	52.7
New York .....	14,291	19,794	6,299	11,444	20,590	31,238	65.9
North Carolina .....	3,880	6,568	1,351	4,184	5,231	10,752	48.7
North Dakota .....	506	925	187	515	693	1,440	48.1
Ohio .....	7,200	9,955	2,903	5,661	10,103	15,616	64.7
Oklahoma .....	1,738	3,055	664	1,778	2,402	4,833	49.7
Oregon .....	1,798	2,905	1,035	1,976	2,833	4,881	58.0
Pennsylvania .....	9,597	13,260	3,879	7,337	13,476	20,597	65.4
Rhode Island .....	1,180	1,655	505	899	1,685	2,554	66.0
South Carolina .....	2,067	3,773	666	2,346	2,733	6,119	44.7
South Dakota .....	470	919	165	515	635	1,434	44.3
Tennessee .....	3,333	5,014	1,429	2,884	4,762	7,898	60.3
Texas .....	8,670	14,740	3,113	8,931	11,783	23,671	49.8
Utah .....	1,779	2,696	502	1,082	2,281	3,778	60.4
Vermont .....	605	902	201	545	806	1,447	55.7
Virginia .....	3,820	6,469	1,210	3,654	5,030	10,123	49.7
Washington .....	3,446	4,871	1,642	3,018	5,088	7,889	64.5
West Virginia .....	1,112	1,633	474	971	1,586	2,604	60.9
Wisconsin .....	3,678	6,196	1,438	3,686	5,116	9,882	51.8
Wyoming .....	406	644	150	379	556	1,023	54.3

SOURCE: U.S. Department of Education, National Center for Education Statistics, 1998-99 Integrated Postsecondary Education Data System, "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty Survey" (IPEDS-SA: 1998-99).

Table 7.--Average salaries of full-time instructional faculty on 9- and 10-month contracts in Title IV-eligible degree-granting institutions, by academic rank and state: Academic year 1998-99

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
50 States and D.C. ....	\$54,097	\$71,322	\$52,576	\$43,348	\$33,819	\$36,819	\$46,250
Alabama .....	46,218	62,969	47,970	40,139	30,779	31,193	42,065
Alaska .....	51,550	65,475	52,687	42,678	36,381	40,857	37,686
Arizona .....	56,067	76,229	55,269	45,893	33,800	36,888	51,145
Arkansas .....	42,162	57,042	46,405	39,543	30,478	23,896	34,130
California .....	63,778	77,785	58,240	48,137	42,206	46,003	57,781
Colorado .....	52,188	65,094	51,618	42,630	33,813	31,762	38,242
Connecticut .....	64,235	83,667	58,483	47,240	38,487	45,374	23,476
Delaware .....	61,136	84,781	61,030	48,214	38,371	37,434	45,564
District of Columbia .....	63,779	83,605	58,111	47,803	38,266	34,173	35,261
Florida .....	50,200	62,886	49,804	42,457	36,764	34,192	41,530
Georgia .....	52,220	72,247	53,131	43,260	32,953	32,671	36,760
Hawaii .....	56,044	70,381	55,273	47,980	37,938	--	--
Idaho .....	46,465	56,494	47,050	40,116	30,441	31,839	45,082
Illinois .....	56,469	77,273	54,347	44,903	30,870	34,411	51,827
Indiana .....	51,806	70,200	51,418	42,642	29,665	34,054	32,326
Iowa .....	50,484	67,550	50,481	41,033	34,110	36,921	38,402
Kansas .....	44,649	59,658	46,008	38,632	30,980	30,705	35,636
Kentucky .....	46,413	60,137	45,735	39,056	30,196	28,852	28,540
Louisiana .....	45,705	62,776	46,952	39,381	29,467	27,080	*
Maine .....	49,498	65,702	49,836	40,616	33,328	37,899	40,049
Maryland .....	54,432	69,313	52,349	43,734	36,657	34,109	47,128
Massachusetts .....	63,234	78,081	57,395	47,993	37,265	47,574	39,643
Michigan .....	57,615	71,703	55,639	45,509	36,744	34,182	57,819
Minnesota .....	52,028	68,597	51,386	41,763	33,177	39,203	46,395
Mississippi .....	42,825	59,545	48,068	39,826	30,233	22,303	39,098
Missouri .....	50,085	66,642	50,710	41,648	32,479	26,715	35,736
Montana .....	43,944	56,425	45,267	38,683	32,568	21,879	32,982
Nebraska .....	46,759	64,182	49,082	39,474	31,207	29,372	35,450
Nevada .....	55,113	67,713	59,681	47,176	39,288	39,558	45,445
New Hampshire .....	53,286	64,978	50,356	40,501	30,002	*	31,013
New Jersey .....	64,922	85,944	62,674	48,407	36,788	42,195	48,383
New Mexico .....	44,875	59,424	46,154	39,090	32,193	34,441	32,057
New York .....	59,692	77,045	57,144	46,191	34,709	41,509	33,743
North Carolina .....	51,400	72,102	52,058	43,127	31,431	35,016	35,026
North Dakota .....	38,976	47,771	41,081	37,059	30,121	26,591	31,863
Ohio .....	53,428	69,555	51,613	42,092	33,710	36,660	44,306
Oklahoma .....	44,874	58,706	47,100	40,365	32,288	24,518	34,829
Oregon .....	47,893	61,689	47,598	40,212	32,752	30,548	45,530
Pennsylvania .....	58,161	76,574	56,281	45,569	35,598	35,043	31,421
Rhode Island .....	58,374	70,841	53,508	43,979	33,274	39,700	--
South Carolina .....	44,912	62,423	47,910	39,084	30,130	34,771	34,457
South Dakota .....	39,571	52,090	42,548	36,096	29,380	--	32,194
Tennessee .....	46,762	62,132	44,967	37,844	29,305	34,576	30,406
Texas .....	49,071	66,872	49,258	41,804	35,551	34,097	40,760
Utah .....	50,154	64,642	48,737	41,459	34,589	31,625	38,348
Vermont .....	47,936	60,606	47,021	39,036	29,589	37,821	35,527
Virginia .....	52,758	68,326	51,489	42,118	33,462	36,499	35,491
Washington .....	48,513	65,559	49,484	43,112	36,692	38,433	41,148
West Virginia .....	43,783	54,396	43,896	36,467	29,547	27,898	29,280
Wisconsin .....	52,648	64,784	49,275	42,080	32,419	34,844	52,705
Wyoming .....	41,039	56,554	45,197	39,198	27,773	30,684	34,636

--Data not applicable

\*Number of faculty reported in this category were too small to yield reliable results.

SOURCE: U.S. Department of Education, National Center for Education Statistics, 1998-99 Integrated Postsecondary Education Data System, "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty Survey" (IPEDS-SA: 1998-99).

Table 8.--Average salaries of full-time instructional faculty on 9- and 10-month contracts in public Title IV degree-granting institutions, by academic rank and state: Academic year 1998-99

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
50 States and D.C. ....	\$53,319	\$69,369	\$52,694	\$43,593	\$34,083	\$36,113	\$47,009
Alabama .....	47,344	66,031	49,531	41,940	31,570	31,888	42,295
Alaska .....	52,457	66,538	53,357	43,216	37,238	40,857	37,686
Arizona .....	56,551	76,826	55,478	46,155	34,429	37,785	51,568
Arkansas .....	42,590	60,052	48,190	40,840	31,015	23,896	34,130
California .....	63,587	76,182	58,330	48,218	42,913	48,587	58,513
Colorado .....	51,717	64,402	51,262	42,546	33,629	28,650	38,372
Connecticut .....	62,706	78,616	60,251	46,887	38,610	54,284	--
Delaware .....	61,598	86,279	61,028	48,822	37,669	43,735	45,627
District of Columbia .....	52,805	59,425	47,126	38,997	--	--	--
Florida .....	50,258	61,645	50,394	43,186	37,455	36,087	42,514
Georgia .....	53,091	72,658	54,410	44,367	33,395	35,441	37,817
Hawaii .....	55,796	70,667	54,969	47,452	37,513	--	--
Idaho .....	46,267	56,994	47,297	40,210	30,441	--	38,337
Illinois .....	54,514	72,358	53,514	44,233	27,362	32,239	52,904
Indiana .....	51,216	71,312	52,067	43,307	28,829	34,609	32,329
Iowa .....	54,050	74,994	55,257	45,392	35,011	--	38,632
Kansas .....	46,488	62,461	48,034	41,165	31,521	30,705	36,147
Kentucky .....	48,115	63,119	46,949	40,471	31,248	28,798	44,080
Louisiana .....	43,820	60,325	45,628	38,542	29,293	18,840	--
Maine .....	47,035	59,326	48,419	39,996	33,103	37,968	40,102
Maryland .....	53,690	67,535	52,560	43,999	35,176	33,637	35,363
Massachusetts .....	53,669	59,983	53,034	42,689	33,526	43,503	41,616
Michigan .....	59,965	75,047	58,025	47,410	38,217	33,696	58,914
Minnesota .....	53,877	71,704	54,736	44,211	32,829	--	46,683
Mississippi .....	43,385	61,768	49,907	41,083	30,798	22,227	39,109
Missouri .....	50,103	65,590	52,304	41,908	32,810	26,819	36,492
Montana .....	45,356	57,886	46,885	39,945	32,773	28,517	33,076
Nebraska .....	47,970	66,158	51,322	41,619	31,980	29,166	35,450
Nevada .....	55,225	67,735	60,307	47,273	39,288	39,558	45,445
New Hampshire .....	50,444	57,822	49,111	39,727	30,637	*	35,300
New Jersey .....	64,535	83,954	64,258	49,325	37,123	40,760	55,434
New Mexico .....	45,471	60,007	46,403	39,493	32,257	34,441	32,493
New York .....	57,474	71,454	55,613	45,209	35,719	41,775	*
North Carolina .....	51,219	72,979	53,904	45,397	37,479	34,770	34,924
North Dakota .....	39,510	51,169	41,445	37,439	30,050	26,591	31,863
Ohio .....	55,065	72,240	53,297	43,351	33,925	37,855	45,799
Oklahoma .....	45,604	59,487	48,409	41,493	33,318	23,500	35,216
Oregon .....	47,643	61,275	47,975	41,535	32,610	27,687	45,553
Pennsylvania .....	58,891	75,943	58,381	46,441	36,235	34,378	46,190
Rhode Island .....	55,762	64,241	50,929	41,015	34,571	--	--
South Carolina .....	45,946	65,464	50,133	41,033	30,598	36,073	34,535
South Dakota .....	40,351	53,572	43,556	37,295	29,858	--	32,240
Tennessee .....	46,269	60,295	44,684	37,854	29,289	36,517	29,512
Texas .....	47,955	65,222	48,815	41,889	36,586	33,846	40,883
Utah .....	47,660	61,969	46,903	39,887	34,316	31,083	38,097
Vermont .....	49,775	61,935	48,184	38,802	*	36,371	42,359
Virginia .....	54,015	69,940	52,630	43,367	34,068	36,891	*
Washington .....	48,321	67,262	50,599	44,213	37,507	38,890	41,148
West Virginia .....	45,016	55,346	44,772	37,217	29,399	27,898	--
Wisconsin .....	54,209	66,398	50,424	44,032	37,693	35,814	52,705
Wyoming .....	41,039	56,554	45,197	39,198	27,773	30,684	34,636

--Data not applicable.

\*Number of faculty reported in this category were too small to yield reliable results.

SOURCE: U.S. Department of Education, National Center for Education Statistics, 1998-99 Integrated Postsecondary Education Data System, "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty Survey" (IPEDS-SA: 1998-99).

Table 9.--Average salaries of full-time instructional faculty on 9-and 10-month contracts in private not-for-profit Title IV degree-granting institutions, by academic rank and state: Academic year 1998-99

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
50 States and D.C. ....	\$ 56,133	\$ 75,528	\$ 52,351	\$ 42,918	\$ 33,082	\$ 39,189	\$ 38,216
Alabama .....	40,350	52,810	40,107	34,503	27,011	27,023	27,057
Alaska .....	39,696	46,654	42,529	36,291	33,700	--	--
Arizona .....	45,043	61,911	51,373	41,553	24,550	25,407	34,715
Arkansas .....	39,889	47,838	40,558	34,209	26,057	--	--
California .....	65,016	83,939	58,014	47,944	39,344	38,425	42,316
Colorado .....	55,702	70,407	53,791	43,128	37,484	38,576	32,367
Connecticut .....	66,380	89,583	56,366	47,601	38,126	41,915	9,861
Delaware .....	56,410	67,835	61,047	36,801	43,985	35,544	*
District of Columbia .....	64,561	85,250	58,513	48,087	38,266	34,173	--
Florida .....	50,498	67,629	48,110	40,469	31,597	32,886	40,523
Georgia .....	49,971	71,176	49,673	39,951	31,507	30,256	39,748
Hawaii .....	58,741	67,241	58,587	52,171	49,099	--	--
Idaho .....	47,101	48,024	42,510	36,324	--	31,839	47,908
Illinois .....	59,858	82,821	55,232	45,563	35,700	42,624	42,074
Indiana .....	53,106	68,290	50,176	41,400	32,317	30,226	34,160
Iowa .....	44,383	56,097	43,374	36,715	32,411	36,921	32,453
Kansas .....	33,255	39,714	34,976	30,337	28,343	--	26,352
Kentucky .....	40,263	49,744	40,597	34,886	26,808	*	15,281
Louisiana .....	54,587	72,117	51,315	43,488	33,201	35,870	*
Maine .....	54,289	75,349	52,663	41,203	33,729	*	44,178
Maryland .....	57,028	75,004	51,409	42,674	42,322	36,630	47,894
Massachusetts .....	68,552	91,355	59,257	50,176	40,411	49,121	38,868
Michigan .....	45,281	54,178	45,599	38,964	32,573	44,863	33,649
Minnesota .....	47,657	61,811	47,185	38,968	33,563	39,203	33,327
Mississippi .....	38,274	49,233	39,794	34,026	28,074	23,167	*
Missouri .....	50,080	68,706	47,596	41,254	31,879	25,887	30,715
Montana .....	34,696	42,085	36,012	31,263	26,582	10,815	32,613
Nebraska .....	43,056	57,587	43,783	35,870	29,909	38,520	--
Nevada .....	41,846	*	39,433	*	--	--	--
New Hampshire .....	57,662	76,112	52,849	41,903	29,215	*	26,114
New Jersey .....	65,992	90,209	57,756	45,777	35,765	43,646	47,017
New Mexico .....	36,096	47,186	40,054	34,163	*	--	30,054
New York .....	62,226	82,969	58,621	47,299	33,589	41,047	34,986
North Carolina .....	51,799	70,630	48,358	40,041	29,654	43,272	37,642
North Dakota .....	35,039	33,567	38,085	34,468	31,077	--	--
Ohio .....	49,836	63,774	47,762	39,421	33,876	29,767	30,749
Oklahoma .....	41,963	55,734	43,253	35,601	28,488	27,998	30,859
Oregon .....	48,753	62,451	46,773	38,219	33,291	33,170	37,764
Pennsylvania .....	57,412	77,325	53,803	44,632	34,452	36,154	22,955
Rhode Island .....	60,306	77,338	55,162	46,076	33,177	39,700	--
South Carolina .....	40,412	51,872	40,265	34,359	28,615	28,509	31,827
South Dakota .....	36,430	44,435	39,144	32,573	26,721	--	--
Tennessee .....	47,850	66,358	45,714	37,827	29,353	34,216	30,547
Texas .....	53,998	71,833	50,679	41,524	30,058	35,709	28,971
Utah .....	56,417	70,124	52,705	45,402	35,866	*	41,565
Vermont .....	46,223	59,387	45,357	39,220	29,565	44,936	32,513
Virginia .....	48,963	63,135	47,457	38,307	30,141	35,359	*
Washington .....	49,294	60,901	47,678	41,000	33,997	31,013	--
West Virginia .....	37,386	46,566	38,709	33,817	30,001	--	29,280
Wisconsin .....	46,131	57,496	46,650	38,982	29,857	30,037	--
Wyoming.....	--	--	--	--	--	--	--

--Data not applicable.

\*Number of faculty reported in this category were too small to yield reliable results.

SOURCE: U.S. Department of Education, National Center for Education Statistics, 1998-99 Integrated Postsecondary Education Data System, "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty Survey" (IPEDS-SA: 1998-99).

Table 10.--Average salaries of full-time instructional faculty on 9- and 10-month contracts in 4-year Title IV degree-granting institutions, by academic rank and state: Academic year 1998-99

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
50 States and D.C. ....	\$ 56,072	\$ 73,287	\$ 53,194	\$ 43,638	\$ 32,752	\$ 36,719	\$ 37,556
Alabama .....	47,533	62,969	47,970	40,139	30,779	31,193	48,750
Alaska .....	51,477	65,450	52,686	42,686	36,381	40,857	37,686
Arizona .....	58,276	76,229	55,269	45,893	28,740	36,888	30,407
Arkansas .....	44,552	57,111	46,541	39,953	30,512	23,896	35,341
California .....	66,839	80,518	58,611	47,958	36,554	46,003	41,781
Colorado .....	55,055	68,885	52,388	43,183	34,182	31,762	35,407
Connecticut .....	66,078	86,070	58,926	47,452	38,446	45,374	9,861
Delaware .....	63,974	84,781	61,030	48,214	38,371	37,434	--
District of Columbia .....	63,779	83,605	58,111	47,803	38,266	34,173	35,261
Florida .....	53,619	69,203	51,111	43,301	33,514	34,100	39,949
Georgia .....	53,828	73,593	53,864	44,044	33,161	32,671	31,781
Hawaii .....	60,819	74,784	57,371	50,081	37,156	--	--
Idaho .....	46,894	57,014	47,421	40,297	30,151	31,839	38,320
Illinois .....	57,500	77,273	54,350	44,906	30,867	34,411	39,925
Indiana .....	53,666	71,250	51,751	42,814	29,549	34,054	32,034
Iowa .....	53,578	69,423	51,172	41,411	34,430	36,921	33,062
Kansas .....	47,384	60,981	46,409	38,697	31,175	30,705	41,335
Kentucky .....	47,874	61,555	47,971	39,379	29,420	28,852	27,623
Louisiana .....	46,756	63,416	47,752	40,060	29,338	27,080	*
Maine .....	51,132	65,702	49,836	40,616	33,328	36,553	48,272
Maryland .....	56,621	74,483	54,473	45,441	38,613	34,140	47,128
Massachusetts .....	65,951	84,284	58,359	48,715	38,795	47,574	39,034
Michigan .....	57,449	72,520	55,655	45,337	35,701	34,182	36,555
Minnesota .....	54,249	68,597	51,386	41,763	33,223	39,203	26,019
Mississippi .....	45,471	59,957	48,146	39,936	30,486	22,303	38,000
Missouri .....	51,555	67,825	50,834	41,723	32,277	26,684	32,244
Montana .....	45,707	56,454	45,267	38,683	32,568	21,879	33,773
Nebraska .....	48,762	64,182	49,134	39,497	31,207	29,372	--
Nevada .....	60,666	80,501	59,681	47,176	36,456	40,257	--
New Hampshire .....	55,506	70,903	51,498	41,066	30,342	*	35,475
New Jersey .....	66,932	88,447	63,281	48,349	35,618	42,598	52,343
New Mexico .....	48,525	63,049	47,137	39,929	30,059	36,197	30,684
New York .....	60,906	79,322	57,827	46,600	33,992	41,101	34,008
North Carolina .....	53,951	72,236	52,136	43,143	31,488	35,016	40,139
North Dakota .....	40,576	50,718	42,225	37,407	30,298	26,651	--
Ohio .....	54,967	70,989	52,259	42,435	33,681	32,499	31,970
Oklahoma .....	46,819	61,357	47,359	39,744	31,457	24,518	31,059
Oregon .....	49,393	62,073	47,681	40,249	32,574	30,548	34,557
Pennsylvania .....	59,009	78,827	56,911	45,769	35,857	35,035	21,241
Rhode Island .....	59,924	73,580	54,539	45,321	33,496	39,700	--
South Carolina .....	48,616	62,832	48,098	39,145	30,182	34,771	30,724
South Dakota .....	40,643	52,090	42,548	36,096	29,380	--	29,752
Tennessee .....	48,970	63,085	46,912	38,809	29,451	34,576	30,547
Texas .....	52,313	69,947	50,089	42,368	32,540	34,146	43,915
Utah .....	52,279	65,857	49,636	42,341	35,138	31,496	35,850
Vermont .....	48,675	60,624	47,078	39,824	33,943	37,821	35,527
Virginia .....	55,054	71,287	53,331	43,012	33,390	36,499	35,604
Washington .....	52,555	65,559	49,484	43,229	32,527	38,433	43,396
West Virginia .....	44,173	55,009	44,177	36,680	29,672	28,953	29,280
Wisconsin .....	53,027	65,252	49,758	42,248	33,245	35,014	--
Wyoming .....	48,243	60,340	47,768	41,893	44,856	30,684	--

--Data not applicable.

\*Number of faculty reported in this category were too small to yield reliable results.

SOURCE: U.S. Department of Education, National Center for Education Statistics, 1998-99 Integrated Postsecondary Education Data System, "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty Survey" (IPEDS-SA: 1998-99).

Table 11.--Average salaries of full-time instructional faculty on 9- and 10-month contracts in 4-year public Title IV degree-granting institutions, by academic rank and state: Academic year 1998-99

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
50 States and D.C. ....	\$ 55,948	\$ 71,969	\$ 53,641	\$ 44,054	\$ 32,517	\$ 35,941	\$ 38,982
Alabama .....	49,326	66,031	49,531	41,940	31,570	31,888	48,750
Alaska .....	52,387	66,537	53,360	43,226	37,238	40,857	37,686
Arizona .....	59,163	76,826	55,478	46,155	29,255	37,785	25,193
Arkansas .....	45,677	60,106	48,282	41,364	31,110	23,896	35,341
California .....	67,699	79,346	58,888	47,907	34,924	48,587	52,167
Colorado .....	54,947	68,650	52,143	43,193	33,995	28,650	36,371
Connecticut .....	65,796	82,373	61,440	47,234	39,046	54,284	--
Delaware .....	64,831	86,279	61,028	48,822	37,669	43,735	--
District of Columbia .....	52,805	59,425	47,126	38,997	--	--	--
Florida .....	55,144	69,924	52,479	44,672	34,293	36,397	--
Georgia .....	55,215	74,333	55,570	45,521	33,541	35,441	--
Hawaii .....	61,130	75,734	57,216	49,561	35,906	--	--
Idaho .....	47,551	57,572	47,704	40,401	30,151	--	37,097
Illinois .....	55,145	72,358	53,514	44,233	27,362	32,239	29,356
Indiana .....	53,859	73,130	52,488	43,483	28,593	34,609	--
Iowa .....	61,341	79,241	56,914	46,609	36,288	--	--
Kansas .....	50,404	64,510	48,743	41,352	31,785	30,705	46,210
Kentucky .....	50,558	65,580	50,460	41,094	31,234	28,798	44,080
Louisiana .....	44,885	61,027	46,519	39,260	29,124	18,840	--
Maine .....	48,854	59,326	48,419	39,996	33,103	36,633	--
Maryland .....	56,454	74,208	55,524	46,434	36,825	33,667	35,363
Massachusetts .....	58,587	68,793	55,760	44,022	33,291	43,503	--
Michigan .....	60,380	76,256	58,140	47,239	37,048	33,696	38,591
Minnesota .....	58,742	71,704	54,736	44,211	32,829	--	--
Mississippi .....	46,751	61,768	49,907	41,083	30,798	22,227	38,000
Missouri .....	52,349	67,168	52,581	42,019	32,537	26,785	34,325
Montana .....	47,495	57,886	46,885	39,945	32,773	28,517	--
Nebraska .....	51,091	66,158	51,408	41,659	31,980	29,166	--
Nevada .....	60,922	80,630	60,307	47,273	36,456	40,257	--
New Hampshire .....	53,947	66,293	51,045	40,908	31,622	*	35,300
New Jersey .....	67,421	87,364	65,746	49,604	35,490	41,413	58,293
New Mexico .....	49,698	63,951	47,466	40,487	30,188	36,197	32,231
New York .....	59,122	73,921	56,557	45,628	35,521	41,141	--
North Carolina .....	55,004	72,979	53,904	45,397	37,479	34,770	40,493
North Dakota .....	41,138	51,465	42,934	37,920	30,132	26,651	--
Ohio .....	57,813	74,945	54,635	44,231	33,547	33,224	33,878
Oklahoma .....	48,335	63,012	48,513	40,927	32,497	23,500	34,400
Oregon .....	49,749	61,858	48,124	41,669	32,327	27,687	33,859
Pennsylvania .....	60,193	80,082	59,587	46,848	36,567	34,359	41,789
Rhode Island .....	59,241	68,429	53,381	43,791	*	--	--
South Carolina .....	51,342	66,119	50,444	41,164	30,681	36,073	--
South Dakota .....	41,875	53,572	43,556	37,295	29,858	--	29,029
Tennessee .....	49,539	61,430	47,551	39,436	29,453	36,517	--
Texas .....	51,630	69,153	49,850	42,648	33,578	33,899	43,207
Utah .....	50,137	63,573	47,993	40,829	34,878	30,823	35,850
Vermont .....	49,775	61,935	48,184	38,802	*	36,371	42,359
Virginia .....	57,557	74,359	55,537	45,036	34,269	36,891	--
Washington .....	53,990	67,262	50,599	44,465	31,700	38,890	43,396
West Virginia .....	45,577	56,110	45,152	37,546	29,554	28,953	--
Wisconsin .....	55,801	67,043	51,267	44,399	42,027	36,014	--
Wyoming .....	48,243	60,340	47,768	41,893	44,856	30,684	--

--Data not available

\*Number of faculty reported in this category were too small to yield reliable results.

SOURCE: U.S. Department of Education, National Center for Education Statistics, 1998-99 Integrated Postsecondary Education Data System, "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty Survey" (IPEDS-SA: 1998-99).

Table 12.--Average salaries of full-time instructional faculty on 9- and 10-month contracts in 4-year private not-for-profit Title IV degree-granting institutions, by academic rank and state: Academic year 1998-99

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
50 States and D.C. ....	\$ 56,371	\$ 75,667	\$ 52,440	\$ 42,994	\$ 33,235	\$ 39,189	\$ 37,485
Alabama .....	40,657	52,810	40,107	34,503	27,011	27,023	---
Alaska .....	39,696	46,654	42,529	36,291	33,700	---	---
Arizona .....	45,043	61,911	51,373	41,553	24,550	25,407	34,715
Arkansas .....	40,076	47,936	40,779	34,473	26,057	---	---
California .....	65,145	84,117	58,106	48,025	39,369	38,425	42,316
Colorado .....	55,702	70,407	53,791	43,128	37,484	38,576	32,367
Connecticut .....	66,435	89,640	56,403	47,623	38,126	41,915	9,861
Delaware .....	56,613	67,835	61,047	36,801	43,985	35,544	---
District of Columbia .....	64,561	85,250	58,513	48,087	38,266	34,173	---
Florida .....	50,498	67,629	48,110	40,469	31,597	32,886	40,523
Georgia .....	50,591	71,789	49,794	40,328	32,144	30,256	40,352
Hawaii .....	58,741	67,241	58,587	52,171	49,099	---	---
Idaho .....	40,666	48,024	42,510	36,324	---	31,839	38,984
Illinois .....	60,107	82,821	55,241	45,568	35,708	42,624	43,555
Indiana .....	53,330	68,290	50,387	41,579	32,469	30,226	34,160
Iowa .....	44,448	56,097	43,374	36,702	32,300	36,921	33,062
Kansas .....	33,711	39,714	34,976	30,337	28,343	---	25,795
Kentucky .....	40,263	49,744	40,597	34,886	26,808	*	15,281
Louisiana .....	54,587	72,117	51,315	43,488	33,201	35,870	*
Maine .....	54,507	75,349	52,663	41,203	33,729	*	48,272
Maryland .....	57,060	75,004	51,409	42,735	42,322	36,630	47,894
Massachusetts .....	68,826	91,407	59,302	50,349	40,411	49,121	39,034
Michigan .....	45,418	54,178	45,599	38,964	32,573	44,863	35,536
Minnesota .....	47,750	61,811	47,185	38,968	33,563	39,203	26,019
Mississippi .....	39,200	50,859	40,024	34,401	29,019	23,167	---
Missouri .....	50,310	68,927	47,747	41,316	31,879	25,887	31,616
Montana .....	35,018	42,056	36,012	31,263	26,582	10,815	33,773
Nebraska .....	43,056	57,587	43,783	35,870	29,909	38,520	---
Nevada .....	41,846	*	39,433	*	---	---	---
New Hampshire .....	57,864	76,112	52,849	41,903	29,215	*	*
New Jersey .....	66,045	90,209	57,800	45,799	35,765	43,646	47,935
New Mexico .....	36,096	47,186	40,054	34,163	*	---	30,054
New York .....	62,375	83,061	58,755	47,373	33,652	41,047	34,879
North Carolina .....	51,997	70,977	48,551	40,070	29,693	43,272	36,942
North Dakota .....	36,790	43,455	38,085	34,468	31,077	---	---
Ohio .....	49,904	63,774	47,770	39,433	33,869	29,767	30,749
Oklahoma .....	42,226	55,936	43,870	35,620	28,594	27,998	30,859
Oregon .....	48,753	62,451	46,773	38,219	33,291	33,170	37,764
Pennsylvania .....	57,801	77,615	54,135	44,737	34,693	36,154	16,104
Rhode Island .....	60,306	77,338	55,162	46,076	33,177	39,700	---
South Carolina .....	40,539	51,872	40,265	34,359	28,615	28,509	30,724
South Dakota .....	36,430	44,435	39,144	32,573	26,721	---	---
Tennessee .....	48,019	66,609	45,813	37,962	29,447	34,216	30,547
Texas .....	54,231	71,901	50,750	41,606	30,272	35,709	49,105
Utah .....	56,598	70,124	52,705	45,402	35,866	*	---
Vermont .....	47,587	59,418	45,476	40,710	34,112	44,936	32,513
Virginia .....	49,058	63,135	47,473	38,399	30,237	35,359	*
Washington .....	49,294	60,901	47,678	41,000	33,997	31,013	---
West Virginia .....	37,386	46,566	38,709	33,817	30,001	---	29,280
Wisconsin .....	46,131	57,496	46,650	38,982	29,857	30,037	---
Wyoming .....	---	---	---	---	---	---	---

--Data not available

\*Number of faculty reported in this category were too small to yield reliable results.

SOURCE: U.S. Department of Education, National Center for Education Statistics, 1998-99 Integrated Postsecondary Education Data System, "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty Survey" (IPEDS-SA: 1998-99).

Table 13.--Average salaries of full-time instructional faculty on 9- and 10-month contracts in 2-year Title IV degree-granting institutions, by academic rank and state: Academic year 1998-99

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
"50 States and D.C. ....	\$ 47,050	\$ 56,163	\$ 46,538	\$ 40,606	\$ 36,472	\$ 39,221	\$ 47,040
"Alabama .....	42,046	--	--	--	--	--	42,046
"Alaska .....	60,021	66,587	*	*	--	--	--
"Arizona .....	51,576	--	--	--	40,839	--	52,141
"Arkansas .....	33,744	39,301	32,096	33,348	30,106	--	33,961
"California .....	58,704	63,958	55,524	50,322	48,689	--	58,398
"Colorado .....	38,583	40,885	38,411	31,967	30,895	--	38,521
"Connecticut .....	52,357	65,750	54,138	45,708	38,513	--	28,581
"Delaware .....	45,564	--	--	--	--	--	45,564
"Florida .....	43,169	48,604	43,629	38,551	39,008	35,066	41,657
"Georgia .....	40,848	51,333	45,959	38,750	32,213	--	37,459
"Hawaii .....	47,317	57,445	49,315	45,287	38,434	--	--
"Idaho .....	45,379	46,184	40,830	37,363	31,817	--	46,578
"Illinois .....	53,150	--	*	*	*	--	53,161
"Indiana .....	36,204	50,988	42,256	35,939	31,418	--	32,329
"Iowa .....	38,289	43,160	37,922	33,835	33,271	--	38,572
"Kansas .....	37,649	51,129	41,666	36,463	26,208	--	35,283
"Kentucky .....	39,273	50,004	38,740	35,483	31,260	--	*
"Louisiana .....	35,248	45,356	39,241	33,505	30,184	--	*
"Maine .....	39,311	--	--	--	--	39,099	39,354
"Maryland .....	48,493	57,768	46,930	38,880	33,223	31,567	--
"Massachusetts .....	42,077	45,202	38,023	35,772	33,652	--	40,322
"Michigan .....	58,332	57,056	55,113	53,433	43,528	--	59,108
"Minnesota .....	46,547	--	--	--	*	--	46,564
"Mississippi .....	38,859	29,724	30,664	25,779	23,981	--	39,099
"Missouri .....	42,412	56,758	49,312	40,558	34,277	*	36,305
"Montana .....	32,891	*	--	--	--	--	32,843
"Nebraska .....	35,422	--	35,567	*	--	--	35,450
"Nevada .....	45,947	53,646	--	--	39,382	33,617	45,445
"New Hampshire .....	36,260	38,736	34,288	30,279	28,229	--	22,090
"New Jersey .....	57,313	73,195	60,468	48,616	38,122	36,187	29,771
"New Mexico .....	34,600	39,393	38,671	34,054	33,132	32,213	32,518
"New York .....	53,785	66,685	52,580	44,223	35,683	43,812	28,576
"North Carolina .....	32,653	35,689	31,288	30,094	27,643	--	32,660
"North Dakota .....	33,679	28,269	37,808	34,923	30,006	*	31,863
"Ohio .....	45,325	57,239	46,924	40,380	33,760	46,582	46,056
"Oklahoma .....	37,380	38,854	32,080	44,043	35,140	--	35,221
"Oregon .....	45,347	48,508	45,737	39,087	33,520	--	45,715
"Pennsylvania .....	49,587	58,152	49,031	42,641	32,977	*	37,032
"Rhode Island .....	44,984	52,245	38,359	34,608	28,164	--	--
"South Carolina .....	34,993	49,350	39,725	35,302	27,703	--	34,519
"South Dakota .....	32,918	--	--	--	--	--	32,918
"Tennessee .....	36,350	46,627	39,339	32,488	29,056	--	29,512
"Texas .....	41,199	47,562	42,390	38,138	38,372	30,248	40,740
"Utah .....	38,222	45,580	40,050	35,945	33,476	32,190	38,526
"Vermont .....	24,371	*	*	25,555	21,261	--	--
"Virginia .....	42,313	49,138	43,863	38,561	33,625	--	*
"Washington .....	41,117	--	--	40,328	44,264	--	41,001
"West Virginia .....	37,307	45,209	37,898	32,441	27,843	24,944	--
"Wisconsin .....	51,871	51,437	42,629	35,890	20,975	25,217	52,705
"Wyoming .....	33,820	38,572	36,350	32,653	26,768	--	34,636

--Data not applicable.

\*Number of faculty reported in this category were too small to yield reliable results.

SOURCE: U.S. Department of Education, National Center for Education Statistics, 1998-99 Integrated Postsecondary Education Data System, "Salaries, Tenure, and Fringe Benefits of Full-time Instructional Faculty Survey" (IPEDS-SA: 1998-99).

Table 14.--Average salaries of full-time instructional faculty on 9- and 10-month contracts in 2-year public Title IV degree-granting institutions, by academic rank and state: Academic year 1998-99

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
50 States and D.C. ....	\$ 47,285	\$ 56,361	\$ 46,757	\$ 40,846	\$ 36,715	\$ 39,221	\$ 47,251
Alabama .....	42,277	--	--	--	--	--	42,277
Alaska .....	60,021	66,587	*	*	--	--	--
Arizona .....	51,576	--	--	--	40,839	--	52,141
Arkansas .....	33,823	*	35,226	34,164	30,106	--	33,961
California .....	58,849	64,057	55,733	50,766	48,742	--	58,534
Colorado .....	38,583	40,885	38,411	31,967	30,895	--	38,521
Connecticut .....	53,217	65,796	54,271	45,767	38,513	--	--
Delaware .....	45,627	--	--	--	--	--	45,627
Florida .....	43,396	48,604	43,629	38,551	39,008	35,066	42,514
Georgia .....	41,610	52,735	46,241	39,331	32,974	--	37,817
Hawaii .....	47,317	57,445	49,315	45,287	38,434	--	--
Idaho .....	38,898	46,184	40,830	37,363	31,817	--	38,678
Illinois .....	53,455	--	--	--	--	--	53,455
Indiana .....	36,309	50,988	43,290	37,372	31,934	--	32,329
Iowa .....	38,334	43,160	37,922	33,450	33,161	--	38,632
Kansas .....	38,010	51,129	41,666	36,463	26,208	--	35,653
Kentucky .....	39,277	50,004	38,740	35,483	31,260	--	--
Louisiana .....	35,248	45,356	39,241	33,505	30,184	--	--
Maine .....	39,923	--	--	--	--	39,099	40,102
Maryland .....	48,510	57,768	46,930	38,909	33,223	31,567	--
Massachusetts .....	42,328	45,218	37,883	35,855	33,652	--	41,616
Michigan .....	58,510	57,056	55,113	53,433	43,528	--	59,327
Minnesota .....	46,683	--	--	--	--	--	46,683
Mississippi .....	39,111	--	--	--	--	--	39,111
Missouri .....	42,663	57,018	50,133	40,914	34,277	*	36,576
Montana .....	33,076	--	--	--	--	--	33,076
Nebraska .....	35,422	--	35,567	*	--	--	35,450
Nevada .....	45,947	53,646	--	--	39,382	33,617	45,445
New Hampshire .....	36,564	38,736	34,288	30,279	28,229	--	--
New Jersey .....	57,458	73,195	60,523	48,648	38,122	36,187	36,377
New Mexico .....	34,600	39,393	38,671	34,054	33,132	32,213	32,518
New York .....	54,233	66,849	52,992	44,396	35,796	43,812	*
North Carolina .....	32,583	--	--	--	--	--	32,583
North Dakota .....	34,371	39,074	37,808	34,923	30,006	*	31,863
Ohio .....	45,647	57,239	46,943	40,567	34,337	46,582	46,468
Oklahoma .....	37,556	38,983	38,159	44,113	35,453	--	35,221
Oregon .....	45,347	48,508	45,737	39,087	33,520	--	45,715
Pennsylvania .....	51,526	58,789	50,635	43,334	33,814	*	47,397
Rhode Island .....	44,984	52,245	38,359	34,608	28,164	--	--
South Carolina .....	35,014	49,350	39,725	35,302	27,703	--	34,535
South Dakota .....	32,918	--	--	--	--	--	32,918
Tennessee .....	36,502	47,265	39,414	32,696	29,117	--	29,512
Texas .....	41,321	47,605	42,472	38,240	38,544	30,248	40,870
Utah .....	38,144	45,580	40,050	35,945	33,476	32,190	38,271
Virginia .....	42,389	49,138	43,876	38,679	33,706	--	*
Washington .....	41,117	--	--	40,328	44,264	--	41,001
West Virginia .....	37,307	45,209	37,898	32,441	27,843	24,944	--
Wisconsin .....	51,871	51,437	42,629	35,890	20,975	25,217	52,705
Wyoming .....	33,820	38,572	36,350	32,653	26,768	--	34,636

--Data not applicable.

\*Number of faculty reported in this category were too small to yield reliable results.

SOURCE: U.S. Department of Education, National Center for Education Statistics, 1998-99 integrated Postsecondary Education data System, "Salaries, Tenure, and Fringe Benefits of Full-time Instructional Faculty Survey" (IPEDS-SA: 1998-99).

Table 15.--Average salaries of full-time instructional faculty on 9- and 10-month contracts in 2-year private not-for-profit Title IV degree-granting institutions, by academic rank and state:  
Academic year 1998-99

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
50 States and D.C. ....	\$ 36,902	\$ 36,088	\$ 34,571	\$ 31,503	\$ 26,969	---	\$ 40,762
Alabama .....	27,057	---	---	---	---	---	27,057
Arizona .....	---	---	---	---	---	---	---
Arkansas .....	24,607	*	27,923	19,746	---	---	---
California .....	43,421	47,762	44,909	37,905	*	---	---
Connecticut .....	49,042	*	48,567	42,282	---	---	---
Delaware .....	*	---	---	---	---	---	*
Florida .....	---	---	---	---	---	---	---
Georgia .....	32,363	33,806	32,036	29,237	25,356	---	39,555
Hawaii .....	---	---	---	---	---	---	---
Idaho .....	49,693	---	---	---	---	---	49,693
Illinois .....	33,472	---	*	*	*	---	33,334
Indiana .....	33,106	---	36,123	31,728	28,065	---	---
Iowa .....	34,531	---	---	38,373	36,469	---	29,527
Kansas .....	26,555	---	---	---	---	---	26,555
Kentucky .....	---	---	---	---	---	---	---
Louisiana .....	---	---	---	---	---	---	---
Maine .....	33,066	---	---	---	---	---	33,066
Maryland .....	*	---	---	*	---	---	---
Massachusetts .....	37,776	41,080	41,653	35,284	---	---	38,276
Michigan .....	19,927	---	---	---	---	---	19,927
Minnesota .....	38,949	---	---	---	---	---	38,949
Mississippi .....	26,342	29,724	30,664	25,779	23,981	---	*
Missouri .....	36,637	49,986	39,987	34,733	---	---	24,959
Montana .....	30,229	*	---	---	---	---	29,224
Nebraska .....	---	---	---	---	---	---	---
New Hampshire .....	22,090	---	---	---	---	---	22,090
New Jersey .....	33,332	---	*	*	---	---	*
New York .....	33,944	35,598	32,979	31,027	31,196	---	39,359
North Carolina .....	34,897	35,689	31,288	30,094	27,643	---	41,334
North Dakota .....	26,407	26,407	---	---	---	---	---
Ohio .....	34,544	---	*	36,013	33,985	---	---
Oklahoma .....	27,245	*	27,217	*	25,360	---	---
Oregon .....	---	---	---	---	---	---	---
Pennsylvania .....	32,672	38,064	32,029	32,494	27,798	---	32,312
South Carolina .....	33,262	---	---	---	---	---	33,262
South Dakota .....	---	---	---	---	---	---	---
Tennessee .....	24,849	29,011	23,681	23,005	23,382	---	---
Texas .....	27,707	35,115	33,521	29,977	25,161	---	24,324
Utah .....	41,565	---	---	---	---	---	41,565
Vermont .....	24,371	*	*	25,555	21,261	---	---
Virginia .....	30,800	---	*	31,505	*	---	---
Washington.....	---	---	---	---	---	---	---
West Virginia.....	---	---	---	---	---	---	---
Wisconsin.....	---	---	---	---	---	---	---
Wyoming.....	---	---	---	---	---	---	---

---Data not available

\*Number of faculty reported in this category were too small to yield reliable results.

SOURCE: U.S. Department of Education, National Center for Education Statistics, 1998-99 Integrated Postsecondary Education Data System, "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty Survey" (IPEDS-SA: 1998-99).

Table 16.--Average salaries for male full-time instructional faculty on 9- and 10-month contracts  
in Title IV degree-granting institutions, by academic rank and state: Academic year 1998-99

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
50 States and D.C. ....	\$ 58,048	\$ 73,260	\$ 53,830	\$ 44,650	\$ 34,741	\$ 38,976	\$ 47,610
Alabama .....	49,740	64,444	49,377	41,632	31,230	32,931	42,917
Alaska .....	53,893	66,051	53,706	44,172	37,433	41,765	40,336
Arizona .....	60,084	77,280	57,002	47,685	36,011	38,451	51,608
Arkansas .....	45,729	57,965	47,163	40,177	31,017	30,155	35,001
California .....	67,180	80,072	59,613	49,651	43,193	47,827	58,414
Colorado .....	56,125	67,901	53,168	43,729	34,979	34,154	39,126
Connecticut .....	68,795	85,950	59,696	48,355	38,522	48,141	16,244
Delaware .....	66,642	87,337	62,108	50,127	41,927	39,693	45,199
District of Columbia .....	68,333	85,320	58,692	49,788	39,699	33,114	34,680
Florida .....	53,559	65,952	50,825	43,461	38,287	36,242	42,130
Georgia .....	56,555	74,316	54,564	44,692	32,742	33,310	39,423
Hawaii .....	59,489	72,380	56,424	49,189	38,317	--	--
Idaho .....	48,602	57,437	48,279	41,155	31,999	35,750	46,330
Illinois .....	60,913	79,168	55,761	46,868	31,423	35,226	54,100
Indiana .....	56,388	72,166	52,873	44,299	30,254	35,901	32,218
Iowa .....	54,493	69,589	52,406	42,016	34,336	43,180	39,244
Kansas .....	47,720	60,935	47,209	39,931	32,287	32,584	36,475
Kentucky .....	49,697	61,733	46,775	40,103	30,432	29,443	36,785
Louisiana .....	50,221	64,451	48,094	40,878	29,459	27,049	*
Maine .....	52,421	67,388	50,507	41,274	33,188	40,390	41,326
Maryland .....	58,722	72,006	53,486	45,710	36,848	36,130	49,104
Massachusetts .....	69,014	82,705	59,435	50,461	40,305	51,131	40,209
Michigan .....	60,943	73,325	56,552	46,711	37,914	35,308	58,718
Minnesota .....	55,034	70,193	52,543	42,736	34,048	46,797	46,553
Mississippi .....	46,557	61,434	49,508	41,276	31,117	21,956	40,002
Missouri .....	53,819	68,156	51,912	42,932	32,719	26,959	36,875
Montana .....	45,891	57,136	45,789	38,930	32,373	16,213	32,596
Nebraska .....	50,367	65,410	50,336	40,041	30,668	31,382	36,636
Nevada .....	58,076	70,393	60,601	47,297	40,502	39,005	*
New Hampshire .....	57,814	68,765	52,317	41,654	29,083	*	34,486
New Jersey .....	70,137	88,828	64,586	50,083	36,998	44,935	51,738
New Mexico .....	47,983	61,548	47,830	40,088	32,767	35,967	31,613
New York .....	63,619	78,483	58,548	47,429	33,965	42,332	34,123
North Carolina .....	56,583	73,948	53,655	44,380	31,430	37,959	36,854
North Dakota .....	40,976	49,812	41,990	38,373	31,152	27,098	32,579
Ohio .....	57,391	71,538	53,016	43,135	33,707	48,131	47,819
Oklahoma .....	47,943	61,285	47,873	40,980	33,310	27,186	35,148
Oregon .....	50,241	62,530	48,217	41,280	33,790	32,251	46,403
Pennsylvania .....	62,537	78,777	57,722	47,091	37,373	37,676	33,299
Rhode Island .....	62,607	73,557	55,839	45,599	33,008	38,788	--
South Carolina .....	48,825	64,180	48,958	39,983	31,241	38,609	35,128
South Dakota .....	41,848	52,301	43,754	37,328	28,903	--	33,242
Tennessee .....	50,459	63,269	46,653	38,687	29,908	35,105	30,652
Texas .....	53,190	69,252	50,285	43,042	37,191	36,094	41,822
Utah .....	53,145	66,148	50,146	42,817	35,223	34,317	39,581
Vermont .....	52,012	62,363	48,574	40,507	30,744	40,274	35,707
Virginia .....	56,731	70,366	52,794	43,127	34,235	38,506	35,595
Washington .....	51,461	66,546	50,430	44,235	38,204	39,887	41,766
West Virginia .....	46,655	55,525	45,296	37,202	30,164	29,667	28,874
Wisconsin .....	55,164	66,214	50,359	43,290	30,900	34,821	52,738
Wyoming .....	44,273	58,131	45,869	40,094	27,341	33,540	35,909

--Data not applicable.

\*Number of faculty reported in this category were too small to yield reliable results.

SOURCE: U.S. Department of Education, National Center for Education Statistics, 1998-99 Integrated Postsecondary Education Data System, "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty Survey" (IPEDS-SA: 1998-99).

Table 17.--Average salaries for female full-time instructional faculty on 9- and 10-month contracts  
in Title IV degree-granting institutions, by academic rank and state: Academic year 1998-99

State	All Ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
50 States and D.C. ....	\$ 47,421	\$ 64,236	\$ 50,347	\$ 41,894	\$ 33,152	\$ 35,115	\$ 44,723
Alabama .....	40,780	56,142	44,527	38,448	30,508	29,792	41,260
Alaska .....	47,946	63,895	51,174	40,934	35,503	39,646	34,505
Arizona .....	49,705	70,336	52,356	44,170	31,924	35,440	50,650
Arkansas .....	37,076	51,718	44,669	38,814	30,194	22,273	33,437
California .....	57,951	71,040	56,345	46,411	41,371	44,068	56,948
Colorado .....	44,737	54,488	48,790	41,389	32,495	29,022	37,343
Connecticut .....	55,797	75,907	56,442	45,969	38,454	42,413	25,790
Delaware .....	52,888	76,210	58,860	45,925	37,355	36,430	45,791
District of Columbia .....	55,935	77,685	57,208	45,862	37,470	35,174	36,933
Florida .....	44,592	53,902	47,896	41,269	35,324	31,820	40,962
Georgia .....	45,751	64,531	50,591	41,865	33,086	32,236	34,547
Hawaii .....	50,077	63,540	53,339	46,529	37,598	--	--
Idaho .....	41,488	52,041	44,558	38,712	29,143	21,410	41,469
Illinois .....	48,852	68,528	51,624	42,612	30,474	33,647	49,208
Indiana .....	43,323	60,769	48,393	40,614	29,221	32,909	32,407
Iowa .....	43,665	58,784	47,232	39,916	33,921	33,792	37,550
Kansas .....	39,322	53,937	43,755	36,829	30,149	29,140	34,727
Kentucky .....	41,491	54,726	44,212	38,003	30,037	28,504	14,798
Louisiana .....	39,142	55,583	44,902	37,858	29,471	27,089	--
Maine .....	44,493	58,402	48,736	40,000	33,426	34,833	37,744
Maryland .....	48,041	61,964	50,735	41,822	36,563	32,499	42,305
Massachusetts .....	53,269	65,178	54,105	45,386	35,391	44,018	39,215
Michigan .....	51,407	65,049	53,891	44,076	35,955	33,475	56,532
Minnesota .....	47,145	62,672	49,607	40,741	32,704	32,693	46,178
Mississippi .....	38,716	52,384	44,818	38,071	29,790	22,650	38,540
Missouri .....	43,679	60,560	48,386	40,206	32,354	26,600	34,366
Montana .....	39,990	52,884	44,004	38,395	32,760	25,278	33,554
Nebraska .....	40,337	57,487	46,290	38,893	31,582	27,922	33,880
Nevada .....	49,474	60,777	56,660	47,016	37,685	40,056	46,560
New Hampshire .....	45,709	54,306	47,318	39,324	30,370	*	29,277
New Jersey .....	56,354	77,388	59,542	46,638	36,645	39,423	38,989
New Mexico .....	40,067	52,689	43,325	38,018	31,507	33,071	32,471
New York .....	52,900	72,269	54,847	44,874	35,309	40,804	33,331
North Carolina .....	43,264	64,191	49,052	41,605	31,432	33,196	33,808
North Dakota .....	35,385	40,370	39,215	35,151	28,701	26,180	31,146
Ohio .....	46,458	61,682	49,125	40,973	33,712	32,358	41,232
Oklahoma .....	39,601	49,160	45,397	39,550	31,500	22,625	34,450
Oregon .....	44,439	58,322	46,643	38,849	31,948	28,689	44,663
Pennsylvania .....	50,253	68,483	53,607	43,850	34,272	33,402	27,426
Rhode Island .....	50,582	62,208	50,074	42,268	33,669	40,317	--
South Carolina .....	38,619	53,955	45,549	37,997	29,451	31,325	33,861
South Dakota .....	35,508	50,578	40,553	34,429	29,686	--	30,396
Tennessee .....	40,333	56,724	42,311	36,915	28,882	34,189	29,295
Texas .....	42,274	56,733	47,176	40,346	34,252	32,642	39,617
Utah .....	42,701	55,688	45,443	39,354	33,760	28,530	35,544
Vermont .....	41,190	52,772	44,573	37,752	28,985	36,565	35,277
Virginia .....	45,725	60,138	48,987	41,110	32,960	35,134	35,066
Washington .....	43,755	61,023	47,746	41,833	35,710	37,281	40,413
West Virginia .....	38,952	50,128	41,494	35,665	29,221	26,465	*
Wisconsin .....	48,418	58,355	47,284	40,794	33,157	34,860	52,667
Wyoming .....	35,542	47,251	43,657	37,625	28,118	29,620	33,024

--Data not applicable.

\*Number of faculty reported in this category were too small to yield reliable results.

SOURCE: U.S. Department of Education, National Center for Education Statistics, 1998-99 Integrated Postsecondary Education Data System, "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty Survey" (IPEDS-SA: 1998-99).

## Methodology

### Overview

The Salary survey is an annual survey, which was mailed to 3,962 institutions in 1998-99; 2,240 were sent to 4-year institutions; 1,722 were sent to 2-year institutions. Beginning in 1998-99 there were no less-than-2-year institutions included in the Salary mailout universe. However, it is possible that 7 institutions may have changed sector<sup>2</sup> type after mailout. While they are included on the final data file, the report does not include data for those institutions.

Beginning in 1996, the subset of all postsecondary institutions that were eligible to participate in Title IV was validated by matching the IPEDS universe with the Postsecondary Education Participation System (PEPS) file which contains the Title IV eligibility status of postsecondary institutions. This file is maintained by the Office of Postsecondary Education (OPE). Using the PEPS file as the source for determining eligibility, 3,962 institutions were mailed the Salary Survey forms in 1998.

In addition, institutions were excluded from the survey based on responses to questions on the IPEDS Institutional Characteristics survey. The exclusions apply if:

- a. All of the instructional faculty at the institution are employed on a part-time basis;
- b. All of the instructional faculty at the institution are military personnel;
- c. All of the instructional faculty at the institution contribute their services (e.g., are members of a religious order); or
- d. All of the instructional faculty at the institution teach preclinical or clinical medicine.

### Salary Survey Description

Salary data were requested from 3,962 postsecondary degree granting institutions in 1998 that were eligible for Title IV federal financial aid. The survey form was the same for all institutions surveyed.

Although this report presents data on the average salaries, tenure status and the count of faculty on 9- and 10-month contracts only, the Salary Survey collected the following data:

Total salary outlays (in whole dollars), the total number of full-time instructional faculty that were paid those outlays, and the number of those faculty that have tenure, that are on tenure track, and that are not on tenure track. These data were collected by rank (professor, associate professor, assistant professor, instructor, lecturer, and no academic rank) for men and women, and for 9/10 – month and 11/12 – month contracts. In addition, salary outlays, total number, and tenure status were collected for full-time faculty on contract schedules other than 9/10 and 11/12 months. These data were not collected by rank or by gender.

Fringe benefits (in whole dollars), the fringe benefit expenditures of all full-time instructional faculty and the number of faculty covered by the expenditures on 9/10 and 11/12 – month contracts, that were paid by the institution, state, and/or local government to full-time instructional faculty during the academic year. Fringe benefits are cash contributions in the form of supplementary or deferred compensation other than salary .

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<sup>2</sup> Sector is defined as one of nine institutional categories resulting from dividing the universe according to control and level. Control categories are public, private not-for-profit and private for-profit. Level categories are 4-year and higher (4-year), 2-but-less-than 4-year (2 year), and less than 2-year. For example: public, 4-year institution; public, 2-year; etc.

## Confidentiality of Data

The confidentiality of individuals' salaries was preserved in accordance with Title V, Section 501(a) of the Education Amendments of 1974 (Public Law 93-380, 93<sup>rd</sup> Congress, August 21, 1974) which amends Part A of the General Education Provisions Act by adding a new Section 406 specifically referring to NCES. Section (d)(2) of the Act is cited below:

“The Center shall develop and enforce standards designed to protect the confidentiality of persons in the collection, reporting, and publication of data under this section. This subparagraph shall not be construed to protect the confidentiality of information about institutions, organizations, and agencies receiving grants from or having contracts with the Federal Government.”

Because the 1998-99 Salaries restricted use data file may contain information that could lead to the inadvertent disclosure of a faculty member's identity, this data file may be released only to users who have signed the NCES licensing agreement form. For more information, please write or telephone:

Cynthia L. Barton  
Data Security Assistant  
National Center for Education Statistics  
1990 K Street NW  
Room 9061  
Washington, DC 20006  
Telephone: (202) 502-7307

## Institutional Universe and Response Rates

The forms were mailed out on August 17, 1998. The survey results were collected from November 15, 1998 through April 15, 1999. During this time period institutions were added to the universe and other institutions were deleted from the universe. Institutions were added if NCES was notified that an institution did not receive a survey form but met the requirements to be included in the Salary universe. Schools were deleted as a result of formal notification from IPEDS state coordinators, a change in the Department of Education eligibility status and follow-up telephone calls. Included in the deletions were: (1) duplicates of other institutions on the file; (2) institutions that closed or had merged with another institution; (3) institutions that no longer offered postsecondary programs; or (4) schools that did not conform to the IPEDS definition of an institution or branch. At the conclusion of this process, 3,845 institutions comprised the final 1998-99 salary universe. The final universe was also adjusted to reflect institutions that changed from one sector to another subsequent to survey mailout by reassigning the institutions.

The overall response rate was calculated as the ratio of the number of completed questionnaires divided by the number of schools in the final universe. The final universe is derived by subtracting the number of institutions determined to be out-of-scope from the number of surveys mailed and adding in schools new to the universe. A summary of the universe and response rates are provided in table A below:

Table A: Salaries Survey Response Totals: 1998-99

Level and Control	Mailed	Final Universe	Number Responded	Response Rate
Total.....	3,962	3,857	3,676	95.3
4-year.....	2,240	2,205	2,125	96.4
Public.....	619	608	602	99.0
Private, not-for-profit.....	1,477	1,445	1,376	95.2
Private, for-profit.....	144	152	147	96.7
2-year.....	1,722	1,645	1,547	94.0
Public.....	1,089	1,062	1,020	96.0
Private, not-for-profit.....	171	154	136	88.3
Private, for-profit.....	462	429	391	91.1
Less-than-2-year.....	-	7	4	57.1
Public.....	-	5	3	60.0
Private, for-profit.....	-	2	1	50.0

NOTE: There were no less-than-2-year institutions included in the Salary mailout universe. However, it is possible 7 institutions may have changed sector after mailout. While they are included on the final data file, the report does not include data for those institutions.

### Survey Conduct and Editing

Follow-up for nonresponse began on January 9, 1999 by telephone and letter. Data were edited for major reporting errors. Generated totals were compared to the reported totals. If these were within an acceptable range, the generated totals replaced the reported totals; otherwise, institutions were contacted to resolve these discrepancies. Generated totals are indicated by an imputation flag variable. Also data were checked for consistency with their prior year's response.

### Data Management and Imputation

#### **Partially Responding Institutions**

In 1998-99, Salary imputation procedures were developed for partially responding institutions. However, where possible, all missing data items were resolved during telephone follow-up with the institutions.<sup>3</sup> Data for any partially responding institution reporting data for summary lines (7, 14, 15, 22 and 30) and column 4

<sup>3</sup> Partially responding institutions were those that reported, but included at least one cell with a "not reported" status code in Part A.

and 5) but no corresponding detail data for lines (1-6, 8-14, 16-21 and 23-28) and columns (1, 2, 3 and 4) were imputed.<sup>4</sup>

Data were imputed for total nonresponding institutions i.e., those that did not return a survey form.

The following describes the imputation procedures for partially responding institutions:

- A. For institutions with prior year salary data the prior year data were prorated to reported totals for columns 1-3. Estimates were made at the lowest possible level and then aggregated.
  1. Columns 1-3 were added for each line to obtain imputations for column 4.
  2. Using prior year data, a salary/faculty ratio was computed by dividing column 5 (salary outlay) by column 4 (total number of faculty) for each non-summary line.
  3. Column 5 interim figures for non-summary lines were added to obtain interim totals for lines and to prorate the interim figures to the reported salary for column 5.
- B. For institutions without prior year salary data, the same procedure above was used, except the group means were substituted for the prior year data.
- C. For partially reporting institutions that provided summary lines and some detail, the detail were subtracted from the reported totals and then the same procedure as above was used for the remaining lines and the remaining summary line totals.

### **Nonresponding Institutions**

Imputation procedures used for nonresponding institutions were as follows:

- I. Imputation groups used to impute 1998-99 salary data.
  1. All responding institutions were grouped by IPEDS sector and BEA<sup>5</sup>. If any group had fewer than 20 institutions, it was merged with a group from an adjacent BEA Region.
  2. Sectors 1 and 2 (4-year public and private not-for-profit) were further disaggregated into:
    - (a) schools granting 30 or more doctor's degrees
    - (b) schools granting 30 or more postbaccalaureate degrees, but not 30 or more doctor's degrees and
    - (c) all other schools (including schools with no Completions survey data)
  3. Sectors 3, 6, and 9 (for-profit 4-year, 2-year, and less-than-2-year) were in one imputation group
  4. Sectors 4 and 7 (public 2-year and less-than-2-year) were in one imputation group
  5. Sectors 5 and 8 (not-for-profit 2-year and less-than-2-year) were in one imputation group

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<sup>4</sup> Line and column numbers refer to positions on the Salary survey form.

<sup>5</sup> Bureau of Economic Analysis.

- II. For institutions that responded in 1997-98 and not in 1998-99, the following method was used:
- A. A group ratio by sector was calculated for institutions responding in both 1997-98 and 1998-99. For each 1998-99 nonrespondent institution, the group ratio was multiplied by the institution's reported 1997-98 data to get an estimate for 1998-99 salary outlays and number of faculty. Data based on prior year's response are indicated on the salary data file by an imputation flag code of 3.
  - B. For all the reporting schools in each of the identified groups, the ratio for the average number of full-time instructional faculty (9/10, 11/12 and other summed) per full-time-equivalent student (FTE) was computed (this was done for both the current and prior years). FTE was calculated by taking all of the full-time students plus one third of the part-time students as reported in the IPEDS Fall Enrollment survey.
  - C. The FTE enrollment for the nonresponding institutions was obtained from the IPEDS 1997 Fall Enrollment survey.
  - D. The average number of full-time instructional faculty per FTE enrollment for the institution type was then multiplied by the FTE enrollment of the non-responding institution. This yielded an estimate for full-time instructional faculty for the nonresponding school.
  - E. To distribute the estimated total full-time instructional faculty across the various academic ranks, the total full-time faculty from each school's prior year Salary report was computed. The total full-time faculty equals the sum of rows 15, 30 and 31 in column 4 of the Salary form.
  - F. Each institution's ratio of total full-time faculty to FTE enrollment for the prior year was computed. The prior year full-time faculty was then multiplied by the current year's FTE enrollment to obtain the imputation for the current year's total full-time faculty.
  - G. To compute the imputations for the nonsummary cells in columns 1-3, each cell in columns 1-3 in the institutions prior year Salary report was multiplied by the ratio computed above in Step F.
  - H. The imputations were rounded to units and details were added to obtain imputations for the nonsummary cell in column 4 and then for summary cells in columns 1-4.
  - I. The prior year salary/faculty ratios were multiplied by the corresponding nonsummary faculty imputations in column 4 to obtain interim salary imputations for nonsummary cells. Details were then added to obtain interim salary imputations for summary cells.
  - J. Final imputations were obtained by multiplying each interim salary imputation computed in Step I by the group ratio of current year average salary to prior year average salary computed in Step A.
- III. For nonresponding institutions that reported salary data in the prior year but are not on the Fall Enrollment file in either the current or prior year, the prior year's response was used as final imputes for columns 1-4 and interim imputes for column 5. To obtain the final imputes for column 5; the interim figures were multiplied by the group ratio of the current year average salary to prior year average salary.

- IV. The imputation method below was used for nonresponding institutions without prior year Salary data, but with data on the Fall Enrollment file:
- A. Using institutions that reported data for Salary and Fall Enrollment, the following aggregates were computed:
    - 1. The aggregate FTE on the Fall Enrollment file.
    - 2. The aggregate for each cell of Part A on the Salary survey.
    - 3. The total full-time faculty – men plus women for all contract lengths. (Column 4, rows 15 + 30 + 31).
  - B. The group average for each cell on the Salary form was computed by dividing the cell aggregate by the number of institutions in the group.
  - C. The group ratio of aggregate total full-time faculty from Step A-3 was compared to the aggregate full-time-equivalent enrollment from Step A-1.
  - D. A group mean of total full-time faculty was computed by dividing the aggregate total full-time faculty from Step A-3 by the number of institutions in the group.
  - E. The FTE for each nonresponding institution was obtained from the Fall Enrollment Survey.
  - F. The imputation for the total full-time faculty for each nonresponding institution was calculated, by multiplying the group ratio of aggregate total full-time faculty to aggregate full-time-equivalent enrollment (Step C) by each institution's FTE (Step E).
  - G. The ratio of the imputed total full-time faculty in the nonresponding institution from Step F was multiplied to the group mean total full-time faculty from Step D.
  - H. The ratio of the imputed total full-time faculty in the nonresponding school to the group mean total full-time faculty was multiplied by the group average for each nonsummary cell in column 1-3 by the group average (Step B) to obtain faculty imputations for the nonresponding institution.
  - I. The imputations were rounded to units and added to obtain imputations for nonsummary cells in column 4 and then for summary cells in columns 1-4 for the nonresponding institutions.
  - J. For each nonsummary line in the group means (Step B), the ratio of salary to faculty was computed.
  - K. The group mean salary/faculty ratios were multiplied by the corresponding nonsummary faculty imputations in column 4 for the nonresponding school to obtain salary imputations for nonsummary cells. The details were added to obtain salary imputations for summary cells.

For totally nonresponding institutions, without prior year salary data, not on the current year Fall Enrollment file, the group means were used as imputations.

- V. Part B was not imputed for any nonresponding institution.

## **Survey Questionnaire**



FORM IPEDS-SA  
(7-1-98)

U.S. DEPARTMENT OF COMMERCE  
BUREAU OF THE CENSUS  
ACTING AS COLLECTING AGENT FOR THE  
U.S. DEPARTMENT OF EDUCATION  
NATIONAL CENTER FOR EDUCATION STATISTICS

INTEGRATED POSTSECONDARY  
EDUCATION DATA SYSTEM

SALARIES, TENURE, AND  
FRINGE BENEFITS OF  
FULL-TIME INSTRUCTIONAL  
FACULTY SURVEY  
1998-1999

NOTE - The completion of this survey, in a timely and accurate manner, is MANDATORY for all institutions which participate or are applicants for participation in any Federal financial assistance program authorized by Title IV of the Higher Education Act of 1965, as amended. The completion of this survey is mandated by 20 U.S.C. 1094(a)(17).

For those institutions not required to complete this survey on the basis of the above requirements, the completion of this survey is voluntary and authorized by P.L. 103-382, National Education Statistics Act of 1994, Sec. 404(a).

*Please read the accompanying instructions before completing this survey form. Report data ONLY for the institution in the address label. If data for any other institutions or branch campuses are included in this report because they CANNOT be reported separately, please provide a list of these schools.*

*Please correct any errors in the name, address, and ZIP Code.*

*If there are any questions about this form, contact a Bureau of the Census IPEDS representative at (800) 451-6236 or FAX number (301) 457-1542, 7:30 a.m.—4:30 p.m. EST.*

RETURN TO

Date due: November 15, 1998

1. Name of respondent	2. Title of respondent	3. Telephone Area code, number, extension
4. E-Mail address		FAX number

If this survey is not applicable to your institution because any of the exclusions cited here embrace all of your instructional faculty, mark (X) the appropriate box and return the survey form. →

- All of the instructional faculty at this institution are employed on a part-time basis
- All of the instructional faculty at this institution are military personnel
- All of the instructional faculty at this institution contribute their services (e.g., members of a religious order)
- All of the instructional faculty at this institution teach preclinical or clinical medicine

PURPOSE OF THE SURVEY

The primary purpose of this survey is to collect data on the salaries, tenure, and fringe benefits of full-time instructional faculty by contract length, sex, and academic rank; to analyze, from a national perspective, the number and tenure status of faculty members in relation to the number of enrollments and degrees granted for an indication of workforce demand; and to evaluate faculty compensation in relation to institutional financial resources for an indication of the economic status of institutions and of the teaching profession. The survey is being conducted in compliance with the Center's mission "to collect, analyze, and disseminate statistics and other information related to education in the United States . . .," (P.L. 103-382 National Education Statistics Act of 1994, Sec. 404(a)).

USES OF DATA

These data are used by postsecondary institutions to establish competitive compensation packages; by state agencies to determine budgets for state-supported institutions and to make comparative studies with other states; by Federal agencies to analyze the teaching profession as a whole, to contribute to occupational forecasting, and to develop financial indicators relating to postsecondary education; and by professional and educational associations to evaluate the differences in salaries between men and women, and the general status of the profession.

Changes from the 1997-98 form for  
1998-99 SALARIES, TENURE AND FRINGE BENEFITS OF  
FULL-TIME INSTRUCTIONAL FACULTY

No changes this year.

According to the Paperwork Reduction Act of 1995, no persons are required to respond to a collection of information unless it displays a valid OMB control number. The valid OMB control number for this information collection is 1850-0582. The time required to complete this information collection is estimated to vary from 30 minutes to 8.0 hours per response, with an average of 5.0 hours, including the time to review instructions, search existing data resources, gather and maintain the data needed, and complete and review the information collection. If you have any comments concerning the accuracy of the time estimate(s) or suggestions for improving this form, please write to: U.S. Department of Education, Information Management Team, Washington, DC 20202-4652. If you have any comments or concerns regarding the status of *your individual submission* of this form, write directly to:

National Center for Education Statistics/IPEDS  
U.S. Department of Education  
555 New Jersey Avenue, NW  
Washington, DC 20208-5652

The definitions and instructions for compiling IPEDS data have been designed to minimize comparability problems. However, postsecondary education institutions differ widely among themselves. As a result of these differences, comparisons of data provided by individual institutions may be misleading.

*DO NOT RETURN INSTRUCTIONS*



## Part A — SALARIES AND TENURE OF FULL-TIME INSTRUCTIONAL FACULTY, ACADEMIC YEAR 1998—99

Line No.	Sex and academic rank	Number of faculty with tenure (1)	Number of nontenured faculty		Total number of faculty (Sum of columns 1—3) (4)	TOTAL SALARY OUTLAY (In whole dollars) (5)
			Those on tenure track (2)	Those not on tenure track (3)		
	I. FACULTY ON 9/10-MONTH SALARY CONTRACTS					
	(a) MEN					
01	Professors					\$
02	Associate professors					
03	Assistant professors					
04	Instructors					
05	Lecturers					
06	No academic rank*					
07	TOTAL MEN (Sum of lines 1—6)					\$
	(b) WOMEN					
08	Professors					\$
09	Associate professors					
10	Assistant professors					
11	Instructors					
12	Lecturers					
13	No academic rank*					
14	TOTAL WOMEN (Sum of lines 8—13)					\$
15	TOTAL FACULTY ON 9/10-MONTH SALARY CONTRACTS (Sum of lines 7 + 14)					\$

\*Institutions without standard academic ranks should report full-time faculty here.

## Part A — SALARIES AND TENURE OF FULL-TIME INSTRUCTIONAL FACULTY, ACADEMIC YEAR 1998—99 — Continued

Line No.	Sex and academic rank	Number of faculty with tenure (1)	Number of nontenured faculty		Total number of faculty (Sum of columns 1—3) (4)	TOTAL SALARY OUTLAY (In whole dollars) (5)
			Those on tenure track (2)	Those not on tenure track (3)		
	II. FACULTY ON 11/12-MONTH SALARY CONTRACTS					
16	(a) MEN Professors					\$
17	Associate professors					
18	Assistant professors					
19	Instructors					
20	Lecturers					
21	No academic rank*					
22	TOTAL MEN (Sum of lines 16—21)					\$
23	(b) WOMEN Professors					\$
24	Associate professors					
25	Assistant professors					
26	Instructors					
27	Lecturers					
28	No academic rank*					
29	TOTAL WOMEN (Sum of lines 23—28)					\$
30	TOTAL FACULTY ON 11/12-MONTH SALARY CONTRACTS (Sum of lines 22 + 29)					\$
31	III. FACULTY ON LESS THAN 9/10-MONTH SALARY CONTRACTS, TOTAL MEN AND WOMEN					\$

\*Institutions without standard academic ranks should report full-time faculty here.

Part B – FRINGE BENEFITS OF FULL-TIME INSTRUCTIONAL FACULTY ON 9/10 MONTH AND 11/12 MONTH SALARY CONTRACTS, ACADEMIC YEAR 1998-99

Line No.	Fringe benefits	Faculty on 9/10-month contracts		Faculty on 11/12-month contracts	
		Expenditures (In whole dollars) (1)	Number covered (2)	Expenditures (In whole dollars) (3)	Number covered (4)
32	Retirement plans (other than Social Security) Vested within 5 years	\$		\$	
33	Vested after 5 years				
34	Medical /Dental plans				
35	Group Life Insurance				
36	Other Insurance Benefits (Cafeteria Plan, etc.)				
37	Guaranteed Disability income protection				
38	Tuition plan (Dependents only) Restricted – Mark (X) one box 1 <input type="checkbox"/> Yes 2 <input type="checkbox"/> No				
39	Housing plan Restricted – Mark (X) one box 1 <input type="checkbox"/> Yes 2 <input type="checkbox"/> No				
40	Social Security Taxes				
41	Unemployment Compensation				
42	Worker's Compensation				
43	Other Benefits in kind with cash options				
44	TOTAL	\$		\$	

## GENERAL INSTRUCTIONS — SA

Please respond to each item on this report in the space provided. The Glossary provides definitions of terms used in this report.

### INSTITUTIONAL IDENTIFICATION

In the space provided on the front page of this report make any necessary corrections to the preprinted address information. Also, enter the name, title, area code and telephone number of the person responsible for completing the report.

Exclusions from reporting — This report may not be applicable to your institution because ALL of your instructional faculty embrace one of the exclusion categories listed on page 1 of the survey form. If this is the case, mark (X) the appropriate category and return the form.

### PERIOD OF REPORT

This report requests data on full-time instructional faculty employed (including those under contract but not yet in the payroll system) by your institution as of October 1, 1998.

### PART A — SALARIES AND TENURE OF FULL-TIME INSTRUCTIONAL FACULTY, ACADEMIC YEAR 1998-99

General instructions for Part A — Sections I, II, and III — The following general instructions apply to all Part A — Sections I, II, and III. (Instructions related to a specific contract length only (9/10-month, 11/12-month, or other than 9/10-month and 11/12-month) are provided in Part A, Sections I, II, and III.)

In reporting instructional faculty, include only those members of the Instruction/Research staff who are employed full time (as defined by the institution) and whose major (more than 50%) regular assignment is instruction, including those with released time for research. Also included in this category are —

- Full-time instructional faculty on sabbatical leave. Report such faculty at their regular salaries even though the faculty member may be receiving a reduced annuity while on leave.
- Full-time replacements for instructional faculty on leave without pay.
- Chairs of departments (if they have no other administrative title and hold a full-time faculty rank). Report such faculty at their contracted faculty salary.

In reporting instructional faculty, the following apply —

- Additional stipends for administrative, managerial, or other responsibilities should NOT be included in the salary calculation.

- When reporting instructional faculty by academic rank, use the institution's designations. Institutions without standard academic ranks should report all faculty in the category of "No Academic Rank".
- When reporting tenure status, use the institution's criteria or requirements for tenure.
- Instructional faculty should be reported as having 9/10-month, 11/12-month, or other than 9/10-month and 11/12-month salary contracts on the basis of the contracted (teaching) period, not on the basis of the number of installments in which salaries are paid.

Do not report the following instructional faculty —

- Replacements for instructional faculty on sabbatical leave.
- Instructional faculty on leave without pay.
- Instructional faculty for preclinical and clinical medicine.\* (NOTE — Instructional faculty in all other fields, such as dentistry, veterinary medicine, nursing, dental hygiene, etc., should be reported.)
- Instructional faculty who are employed on a part-time basis.\*
- Instructional faculty (such as members of religious orders) whose services are valued by bookkeeping entries rather than by full cash transactions.\*
- Instructional faculty who, as members of military organizations, are paid on a different salary scale from civilian employees.\*
- Administrative officers with titles such as dean of instruction, academic dean, dean of faculty, dean of students, librarian, registrar, coach, etc., even though they may devote part of their time to classroom instruction.
- Undergraduate or graduate students who assist in the instruction of courses, but have titles such as graduate or teaching assistant, teaching associate, teaching fellow, etc.

### INSTRUCTIONS FOR COMPLETING THIS FORM

#### PART A — Salary Contract Lengths

Sections I, II, and III of this part provide instructions related to 9/10-month, 11/12-month, or less than 9/10-month salary contracts.

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\*If this statement applies to ALL instructional faculty at your institution, mark (X) the appropriate exclusion category listed on page 1 of this survey form and return the form.

*REMOVE INSTRUCTIONS BEFORE MAILING AND RETAIN FOR YOUR FILES.*

GENERAL INSTRUCTIONS - SA — Continued

PART A — SALARY CONTRACT LENGTHS —  
Continued

Part A, Section I: Full-time faculty on 9/10-month salary contracts — Also read the general instructions above before completing this part of the survey form.

The term, 9/10-month salary contract, applies to instructional faculty who teach 2 semesters, 3 quarters, 2 trimesters, 2 4-month sessions, or the equivalent.

Column (1) — Faculty with Tenure — For each line report the number of full-time instructional faculty with tenure.

Column (2) — Non-tenured Faculty on Tenure Track — For each line, report the number of full-time instructional faculty who are non-tenured but are in positions which lead to consideration for tenure.

Column (3) — Non-tenured Faculty Not on Tenure Track — For each line, report the number of full-time instructional faculty who are non-tenured and are not in positions which lead to consideration for tenure. Also report all full-time instructional faculty for each line if the institution does not recognize tenure.

Column (4) — Total Number of Faculty — For each line, report the sum of columns (1), (2), and (3).

Column (5) — Total Salary Outlay — For each line, report to the nearest whole dollar the total salary outlay for those faculty reported in column (4).

Part A, Section II: Full-time faculty on 11/12-Month Salary Contracts — Also read the general instructions on the preceding page for Part A before completing this part of the survey form.

The term, 11/12-month salary contract, applies to instructional faculty employed for the entire year. These faculty members are usually employed for 11 months of teaching.

Follow directions for Part A, Section I for reporting data in columns (1) through (5).

PART B — FRINGE BENEFITS OF FULL-TIME INSTRUCTIONAL FACULTY ON 9/10-MONTH AND 11/12-MONTH CONTRACTS, ACADEMIC YEAR 1998-99

Report the projected fringe benefit expenditures which will be paid by the institution, state, and/or local government to full-time instructional faculty during the academic year. Fringe benefits should be reported only for those salaried instructional faculty reported in Part A, column (4) of this survey, EXCLUDING those on other than 9/10-month and 11/12-month contracts (PART A — Section III, line 31).

Fringe benefit expenditures for all instructional faculty (total men and women) on 9/10-month contracts should be reported in Part B, column (1), and the number of faculty covered in column (2). Similarly, the fringe benefits for all instructional faculty on 11/12-month contracts should be reported in Part B, column (3), and the number of faculty covered in column (4).

Fringe benefits are defined as cash contributions in the form of supplementary or deferred compensation other than salary. The employee's contribution should be excluded when determining the dollar value of fringe benefits. Expenditures should be reported to the nearest dollar. When an expenditure is reported for a fringe benefit, the number of persons receiving the benefit should also be reported.

Lines 32 and 33 — Retirement plans (other than Social Security) — Report contributions by the institution, state, and local government toward retirement on lines 32 and 33 according to the vesting provisions of the institution's retirement plan. A vested retirement plan is defined as one in which the full amount of the contribution by institution, state, and local government, with accumulations thereon, will be made available as a benefit in case of death while in service and with no forfeiture in case of resignation or dismissal from the institution.

On Line 32, report contributions toward retirement if they become vested in the faculty member not later than the end of the 5th year of full-time service at the institution and are not lost to the member if the member leaves the institution or moves to another state. If the institution's retirement vesting provision meets the 5-year criterion, report all contributions to the retirement plan on line 32 even though some faculty members may have been employed less than 5 years.\*

On line 33, report expenditures for retirement plans in which the employer's contribution becomes vested in the faculty member after 5 years or only upon retirement.\*

Line 34 — Medical/dental plans — Report contributions to insurance plans which provide for hospital, medical, surgical, or dental care.\*

Line 35 — Group life insurance — Report expenditures by the institution to support the group life insurance program.\*

Line 36 — Other insurance benefits (cafeteria plan) — Report contributions to insurance plans which cannot be reported separately on lines 34 and 35 (hospital, medical, surgical, dental care, and group life insurance) or plans which provide employee selected care options.\*

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\*Verify that the number covered in column (2) on this line does not exceed the total reported in Part A, line 15, column (4). Also verify that the number covered in column (4) on this line does not exceed the total reported in Part A, line 30, column (4).

GENERAL INSTRUCTIONS - SA — Continued

PART B — FRINGE BENEFITS OF FULL-TIME INSTRUCTIONAL FACULTY ON 9/10-MONTH AND 11/12-MONTH CONTRACTS, ACADEMIC YEAR 1998-99 - Continued

Line 37 — Guaranteed disability income protection — Report expenditures, through insurance or otherwise, for long-term disability income payments (defined as salary in excess of 6 months) not covered in other retirement or insurance plans listed on this form. These payments are not to consist of the accumulation of unused sick leave benefits.\*

Line 38 — Tuition plan — Report cash payments and the dollar value of tuition waivers and exchanges for dependents (including spouse) of faculty members to attend another institution or this institution. If the tuition plan is available to all dependents of all faculty members to attend any institution of their choice, mark (X) the "No" box on line 38. If either of these conditions does not apply, mark (X) the "Yes" box on line 38.

The number covered by this benefit should be the number of faculty dependents receiving tuition, rather than the number of faculty members covered by this benefit. If the number of faculty dependents who will receive this benefit in the academic year covered by this report is unknown, apply the tuition benefit to the number receiving the tuition in the previous academic year to derive an estimate.

Line 39 — Housing plan — Report the expenditures in the form of cash payments or subsidies to faculty members for off-campus or institution-owned housing. If faculty members have the option of choosing off-campus housing, mark the "No" box on line 39. If the housing plan only applies to institution-owned housing, mark the "Yes" box on line 39. If the number of faculty members who will receive the housing benefit in the academic year covered by this report is unknown, apply the current rate for this benefit to the number receiving the housing benefit in the previous academic year to derive an estimate.\*

Line 40 — Social Security taxes — If covered by Social Security, report the F.I.C.A. taxes calculated at the rate effective January 1, 1998. This amount should include taxes for Medicare and Old-Age, Survivors, and Disability Insurance (OASDI).\*

Line 41 — Unemployment compensation — Report the taxes (not benefits) to be paid under this law. If the institution is self-insured, report the estimated amount which would otherwise be paid to the state.\*

Line 42 — Worker's compensation — Report the taxes (not benefits) to be paid under this law. If the institution is self-insured, report the estimated amount which would otherwise be paid to the state.\*

Line 43 — Other benefits in kind with cash options — Report personal benefits in kind only if the faculty member has, without the imposition of conditions, the option of taking a cash payment if the person prefers to use the money in some other way. Since the objective is the measurement of income available for personal consumption, as distinct from professional purposes, benefits of a professional nature (such as convention travel, membership fees, grading assistance, faculty clubs, etc.) should not be included.\*

Line 44 — Total — Report the sum of expenditures on lines 32-43 for each of columns (1) and (3).

CONFIDENTIALITY OF DATA

The confidentiality of individuals' salaries will be preserved in accordance with Title V, Section 501 (a) of the Education Amendments of 1974 (Public Law 93-380, 93rd Congress, August 21, 1974) which amends Part A of the General Education Provisions Act by adding at the end thereof a new Section 406 specifically referring to NCES. Section (d)(2) of the Act is cited below.

"The Center shall develop and enforce standards designed to protect the confidentiality of persons in the collection, reporting, and publication of data under this section. This subparagraph shall not be construed to protect the confidentiality of information about institutions, organizations, and agencies receiving grants from or having contracts with the Federal government."

The Freedom of Information Act requires that data retained by the Federal government must be made available to the public so long as the rights to privacy of individuals are not violated. When requested, data collected in this survey will be made available to the public. Data cells containing salary outlays or fringe benefit expenditures for fewer than three individuals will be removed. The data base will contain all of the data items on the report (except those which might identify individuals), as well as the names of institutions submitting the reports.

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\*Verify that the number covered in column (2) on this line does not exceed the total reported in Part A, line 15, column (4). Also verify that the number covered in column (4) on this line does not exceed the total reported in Part A, line 30, column (4).

GLOSSARY  
SALARIES, TENURE, AND FRINGE BENEFITS OF  
FULL-TIME INSTRUCTIONAL FACULTY — SA

**FRINGE BENEFITS EXPENDITURES** — Cash contributions (of the institution) in the form of supplementary or deferred compensation other than salary. Excludes the employee's contribution.

**FULL-TIME INSTRUCTIONAL FACULTY** — Instruction/Research staff employed full-time (as defined by the institution) and whose major regular assignment is instruction, including those with released time for research.

**HOUSING PLAN (RESTRICTED)** — Plans which restrict beneficiaries to choose from only institution-owned housing.

**LESS THAN 9/10-MONTH SALARY CONTRACT** — The contracted teaching period of faculty employed for other than 2 semesters, 3 quarters, 2 trimesters, 2 4-month sessions or 11/12 months.

**OTHER INSURANCE BENEFITS (Cafeteria Plan)** — An insurance plan that gives an employee the option of selecting a combination of health care and insurance benefits (e.g., hospital, medical, surgical, dental care, and group life insurance).

**TENURE** — Status of a personnel position, or a person occupying a position or occupation, with respect to permanence of position.

**TENURE TRACK** — Status of personnel positions that lead to consideration for tenure.

**TUITION PLAN (RESTRICTED)** — Plans for dependents (including spouses) of faculty members which restrict the beneficiary to attendance at only the institution where the faculty member is employed.

**VESTED RETIREMENT PLAN** — One in which the full amount of the contribution by the institution and by the state and local government, with accumulations thereon, will be made available as a benefit in case of death while in service and with no forfeiture in case of resignation or dismissal from the institution.

**9/10-MONTH SALARY CONTRACT** — The contracted teaching period of faculty employed for 2 semesters, 3 quarters, 2 trimesters, 2 4-month sessions, or the equivalent.

**11/12-MONTH SALARY CONTRACT** — The contracted teaching period of faculty employed for the entire year, usually a period of 11 months.